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Requirements for Professional Manpower

Latest survey of employment of and requirements for scientists and engineers, eighth in series, has been completed. Survey is conducted by Department every two years as part of its research activities in field of professional manpower

The Department of Labour has just completed its 1962 Survey of Employment and Requirements for Engineering and Scientific Manpower in Canada.

The survey was the eighth in a series of surveys conducted every two years as part of the Department's research in the field of professional manpower. It is a key source of information in evaluating the country's current and future requirements for professional personnel in the scientific and technical field.

Information obtained through the survey is used by industry, universities and governments in planning expansion and recruitment programs, and by students and vocational counsellors in assessing career opportunities for engineers and scientists.

In addition to evaluating future requirements for professional personnel, the survey has also been a means of investigating some specific characteristics of the hiring and employment of engineers and scientists. Two past surveys were concerned with the difficulties employers were experiencing in recruitment of professional staff, the reasons for the difficulties, and the effects the resulting shortages were having on the establishment's operations.

Another survey considered in-plant or company-sponsored training programs; another, the sources from which employers hired their engineers and scientists, whether from the supply of new graduates, of persons with considerable work experience in their professional field, or of recent immigrants.

The extent of upgrading of personnel from the sub-professional to the professional level was also considered in one of the earlier surveys.

The 1962 survey asked employers to specify the types of engineering and scientific functions in which their professional personnel were engaged. There was also a question on the qualifications of persons performing engineering and scientific work, and another on the rate of employment turnover.

Originally, the survey coverage included only employers in the industrial sector of the economy, but in the mid-fifties it was extended to include universities and colleges, and government agencies. Until the present, the coverage of professional fields included only those of engineering and natural science, but in the current survey coverage was extended to three social sciences: economics, sociology and statistics.

The mailing list includes all industrial establishments or organizations employing more than 100 workers in the following: mining and quarrying, manufacturing, transportation and communication, public utilities, and finance and insurance.

The latest survey indicates that employers expect a continuance of a fairly stable growth in their employment of engineers and scientists. They estimate an average annual increase of 5.9 per cent in the employment of engineers over the two-year period to 1964, of 5.4 per cent in the employment of natural scientists, and of 9.1 per cent in the employment of social scientists. Estimates of employment over the five-year period to 1967 indicate an expected total gain in the employment of engineers of 32 per cent; of natural scientists, of 31 per cent; and of social scientists, 88 per cent.

The greatest increases in requirements for engineers are expected in industrial and mechanical engineering, where increases are estimated at 11 per cent and 7 per cent respectively. In geological, metallurgical and mining engineering, less-than-proportionate annual gains are anticipated: an annual average rise of about 3 per cent in each.

The greatest increase in estimated requirements in the natural sciences, 11 per cent annually, is in mathematics; the lowest, 3 per cent, in agriculture, forestry and geology.

In social science, estimates of annual increases in employment between 1962 and 1964 are 8 per cent in economics, 10 per cent in statistics, and 13 per cent in sociology.

Twenty-seven per cent of all establishments responding in the survey reported vacant engineering or scientific positions. Establishments employing engineers reported vacancies amounting to 6 per cent of the total established engineering positions. Vacancies in establishments employing natural scientists amounted to 6 per cent also, and in establishments employing social scientists, to 10 per cent.

50 Years Ago This Month

Wholesale prices rise sharply throughout 1912, in Britain and United States as well as in Canada. Sweden issues report on country's "Great Strike" of 1909

Wholesale prices rose rapidly in Canada during 1912, and by December the Department's wholesale price index (1890-99=100) stood at 135.2, compared with 129.4 a year earlier.

The LABOUR GAZETTE of January 1913 reported that the index had risen to 134 in February and March, and advanced a point in each of the three following months, reaching 137 in June, compared with 126.1 a year before. During the next three months it dropped, so that by September the index was down to 132.5. After that, another rise brought the index to the December figure already mentioned.

Index numbers of prices in Great Britain and the United States showed similar movements, the GAZETTE said, "exceeding all previous high records." It added that "the chief factors in this general rise of prices were the crop conditions of 1911, the severe winter which followed, and the industrial expansion of the present year, accompanying the prospects of good crops and their final realization. The year was marked by an expansion of trade, financial activity, a great increase in the supply of gold, and an expansion of credit . . .

"The period of intense cold which settled over the continent in January [following a severe drought during the summer of 1911 in Canada and in Europe] and continued with little abatement till late spring, with heavy snowfalls and frequent storms, intensified the price situation."

The severe weather caused a fall in the production of dairy produce, and supplies of most foods in storage proved inadequate. "Butter, eggs, and potatoes were imported extensively for some weeks, New Zealand butter being brought from England, and potatoes from Ireland for consumption in Ontario."

Sweden's General Strike

The LABOUR GAZETTE published an article on Sweden's General Strike, or "Great Strike," in 1909, on which a report had shortly before been issued by the Swedish Government.

The article shows that labour-management relations in Sweden 50 years ago were not as harmonious as those today, which are held up as a model to be emulated (see box, p. 1262, L.G., Nov. 1962).

The General Federation of Labour of Sweden, the article said, was organized in 1898, and by the beginning of 1909 the total membership of syndicates "with socialistic tendencies" was 200,000. In addition, 15,000 workers belonged to other organizations not connected with socialism, the total making up about 50 per cent of the men belonging to trades to which the syndicate idea had been applied.

After this labour organization had been set up, Swedish employers began to find themselves at a disadvantage in dealing with their employees; and after a number of unsuccessful attempts, they founded the Syndicate of Swedish Employers.

At first, the Syndicate was a "purely defensive organization," with an insurance against strikes, whose aim was "to ensure the participant members labour at low and uniform rates." As the organization grew in strength and in numbers, however, it began to apply itself "to regulating the conditions of labour in the interest of the employers by means of collective contracts."

During 1905, the employers' organization introduced new provisions into its statutes, which required its members, before signing a collective agreement with a labour organization, to submit it to the Syndicate's executive for approval.

By the end of 1909, there were 2,416 such contracts in force, covering 11,000 employers and 325,000 employees. To quote from the LABOUR GAZETTE, "Such was the respective strength of the parties when, after various rather unimportant disputes, the great struggle broke out." Wages appear to have been the main immediate issue in the dispute.

The men were in a weak position from the outset. Some of them had broken their contracts in quitting work, and on this account the Government refused to intervene, saying that "the breaches of contract and other similar measures had transformed the strike into an attack against society itself." The men also lacked funds with which to carry on the fight.

An agreement was reached to return to work on September 5, but the strike continued sporadically until early in November. The result was inconclusive, "the parties being [un]able to come to an agreement as to the future relations between their respective organizations."

Trade and Commerce Minister Foresees Strong Gains

In his year-end review of Canada's economy, Hon. George Hees, Minister of Trade and Commerce, said 1962 was "a year of strong advance."

Assessing the outlook for 1963 he said "the further penetration of markets arising from the new competitive strength of Canadian producers should provide a major source of stimulus in the coming year."

Among the advances made in 1962, the Minister noted the following:

—Canada's gross national product increased by 8 per cent over last year, with national output in real terms rising by 7 per cent, according to the most recent figures.

—Growth in output—with industrial production up by more than 8 per cent—was more pronounced in goods-producing industries than in services, and most gains were made in the sectors of industry highly exposed to foreign competition.

—In the first 11 months of the year, 177,000 more persons were employed, on average, than in the same period of 1961, with the rise in employment exceeding the growth in the labour force.

—A corresponding decrease in unemployment, which dropped to 5.9 per cent of the labour force from 7.2 per cent in 1961 and 7.0 per cent in 1960.

—A rise of 8½ per cent in total personal incomes during the first nine months of 1962 over the same period in 1961, with consumer prices up only 1 per cent.

—A rise of 9 per cent in merchandise exports during the first 10 months, following similar increases in 1960 and 1961.

—Imports in the first 10 months rose 12 per cent, much of the increase reflecting the rise in prices of goods from abroad in view of the lower Canadian dollar; this indicates that growth of demand in Canada was largely met by domestic sources.

—A substantial build-up in foreign exchange reserves after a sharp drain in the first half of 1962. The latter did not interrupt the rise in economic activity, but gave "new impetus to the drive for expanded markets and increased production."

During the year the pegging of the Canadian dollar at 92½ cents in terms of U.S. currency was a central feature of the Government's program "designed to speed industrial development and in particular to strengthen the competitive ability of the Canadian producer."

Provision of more credit facilities for export and other purposes, greatly increased assistance for technical training, and provision of various financial incentives to promote research and industrial development were other features of the Government's program.

The response on the part of Canadian producers was vigorous. New gains in both the foreign and domestic markets are already indicated but should become "increasingly apparent in the period ahead."

Drawing attention to signs of hesitancy in some of the major industrial economies of the world, and stating there were some tendencies toward softening in international commodity markets, Mr. Hees added: "Any slowing down in the outside world would mean that even greater efforts would be required if the upward momentum of the Canadian economy is to be maintained.

"There are, however, important elements of strength in the domestic market outlook," he said. "The financial position of consumers is unusually strong; inventory-sales rations are in a healthy position and businessmen seem to be planning for another good year."

A preliminary survey had shown that capital investment by business in 1963 might be as much as 5 per cent higher than in 1962. The above considerations "point to a significant increase in over-all demand in Canada in the coming year," the Minister stated. He added that, if Canadian producers in addition took full advantage of the new opportunities, "the Canadian economy should move steadily forward."

Chamber of Commerce President Predicts Active Economy in 1963

Canadians can look forward to a relatively high level of economic activity in 1963, President Victor Oland of The Canadian Chamber of Commerce said in a year-end message. "The basic problem of establishing an adequate economic growth rate, however, has not been solved," he said.

Business, said the Chamber President, has made advances in most areas compared with a year ago. There have been improvements in gross national product, in export trade, in industrial production, wages and salaries, and employment.

Although the exchange crisis had been a disturbing development, Canadians could take heart in their ability to weather the storm as evidenced in the improvement in reserves and the gradual removal of import surcharges.

"External forces will not bail us out of our difficulties," said Mr. Oland. "We are dependent on our own efforts to compete effectively in foreign and domestic markets. In this connection, we can be encouraged by the forward steps now being taken for closer labour-management-government co-operation on setting basic goals for Canada."

In order to stimulate economic growth and development, to meet employment demands today and tomorrow, immediate action is needed in the area of government finances and taxation. "The present high personal and corporate income tax rates discourage initiative and sales and add to the costs of manufacturers and to the prices we pay as consumers," Mr. Oland said.

$7½-Billion Construction Program Seen by CCA President in 1963

The President of the Canadian Construction Association has predicted a $7.5-billion construction program for Canada this year.

Hugh R. Montgomery said in a year-end message: "The construction industry is looking for a slightly larger program than the $7.4-billion program estimated to have been achieved in 1962. It will therefore keep its position as Canada's largest industry and employer. The equivalent of 570,000 year-round jobs on-site are required to carry out this program, plus an even larger work force off-site to produce, sell and transport the necessary construction materials and equipment."

Rate of Expansion Declines

The CCA President pointed out that because the construction industry was largely a service industry, constructing facilities for the use of others, its annual volume reflected the state of the country's economic well-being and development. The rate of economic expansion in Canada, as reflected by the volume of construction, had levelled off since 1957 and, on a per capita basis, was actually declining, he said.

The amount of industrial construction has dropped a good deal. "This is very serious, since it is through an expansion in this category that there lies the main scope for Canada to compete successfully in home and foreign markets and to provide additional continuing employment," Mr. Montgomery said.

The CCA President looked for further improvements in labour-management relations in the construction industry during 1963. "Both bodies are coming to realize more and more that they are interdependent and that the public interest is also best served by a mature approach to what has often traditionally been considered as an area of almost total conflict—as a matter of principle. There will always be arguments and disagreements but there are many areas in which management and labour can agree. We should all try to expand these areas of agreement and strive to achieve our many common goals."

Prince Edward Island Signs Apprenticeship Agreement

Prince Edward Island has signed a federal-provincial Apprenticeship Training Agreement, it was announced jointly last month by Hon. Michael Starr, federal Minister of Labour, and Hon. Henry W. Wedge, Minister of Welfare and Labour for Prince Edward Island.

The new agreement brings to nine the number of provinces participating directly in the federal-provincial apprenticeship agreements. Although the Province of Quebec has not signed the apprenticeship agreement, some of the costs of apprenticeship in that province are shared by the federal Government under the Technical and Vocational Training Assistance Act.

Under the agreement, the federal government agrees to share 50 per cent of provincial expenditures on apprenticeship training carried out in co-operation with industry.

The number of registered apprentices in the participating provinces has increased from nearly 9,500 in 1950 to more than 29,000 (including Quebec trainees) in June 1962. These figures do not include apprentices trained by private industry.

First Secretary of UIC, E.C. Désormeaux Retires

Ernest C. Désormeaux, M.A., Secretary of the Unemployment Insurance Commission since 1941, retired on December 7. He had served under five Chief Commissioners, and had been the only permanent Secretary of the Commission since it was established.

Mr. Désormeaux, before going to the UIC, spent 20 years as business administrator for the Ottawa Separate School Board, and before that he taught at Sacre Coeur Separate School in Ottawa for three years.

U.S. Panel Recommends Program To Train High School Drop-outs

A $400,000,000 United States federal program to help in training high school students and school drop-outs, and retraining adults, was recommended to President

Kennedy last month by a 25-member panel of consultants on vocational education appointed a year ago by the Department of Health, Education, and Welfare.

The consultants recommended that $390,000,000 of the proposed federal expenditure should be matched by states and localities dollar for dollar. The remaining $10,000,000 would be supplemented by $5,000,000 from the other sources, and would be used to set up a new vocational training program for high school students who have handicaps that prevent them from taking the regular vocational courses.

High School Diploma Has Become Minimum Requirement for Job

A high school diploma has become a minimum requirement in the hiring policies of many industries in many parts of the United States, according to William Haber, an economist of the University of Michigan.

The result of this policy, he said, is that two groups of "uneducated" people, one at each end of the age scale, are swelling the ranks of the hard core of unemployed persons. The two groups are the young high school "drop-outs" and the older people who got their schooling before the high school diploma came to be considered important.

Referring to the older people, Mr. Haber said: "They are turning loose people with 10 earning years left to them, before they are eligible for social security, with little chance of finding other jobs in industry."

The reasoning used to justify the insistence on the possession of a high school diploma by applicants for employment is that workers must be able to acquire new skills or master new machines, and they cannot do this if they lack general learning ability. "To the personnel man, the high school diploma is an indication that the worker possesses these abilities. It also gives him hope that he can be promoted to supervisor some day," Mr. Haber said.

Even those who believe that the high school diploma has become a fetish are likely to favour the high school graduate over the drop-out because "the drop-out is a quitter."

Steelworkers, Kaiser Steel Agree On Sharing of Cost Savings

Sharing of savings in production costs, job security provisions, and widespread adjustments in incentive pay are features of a unique agreement between Kaiser Steel Corporation and the United Steelworkers announced last month.

The contract, which is the outcome of nearly three years of study by a tripartite committee set up at the end of the steel strike in 1959, has yet to be ratified by the 7,000 employees affected.

If ratified, it will give the employees each month, in wages and fringe benefits, 32½ per cent of any savings effected in the use of materials, supplies and labour. The company would retain the other 67½ per cent. The sharing ratio reflects the past proportion between labour costs and total manufacturing costs.

Unlike the American Motors-UAW agreement (L.G. 1961, p. 1092), the Kaiser proposal is based on the production costs of finished steel, not on company profits.

Protection for the employees against unemployment caused by technological change is to be provided by the establishment of a plant-wide employment pool, and through the maintenance of wage rates, although the company retains the right to make layoffs necessitated by lack of business.

It is also proposed to eliminate incentive pay, which now applies to about 60 per cent of the employees, by allowing the workers to transfer to the savings-sharing plan.

Membership of U.K. Unions Increases to 9.8 Million

The total membership of trade unions in the United Kingdom at the end of 1961 was about 9,883,000, which was 62,000, or 0.6 per cent, more than the total of a year earlier, according to an article, "Membership of Trade Unions in 1961," in the November issue of the *Ministry of Labour Gazette*.

The total number of unions at the end of 1961 was 635, compared with 654 at the end of 1960.

(Comparable Canadian statistics (L.G., Nov. 1962, p. 1237) show that at the beginning of 1962 the total membership of trade unions in Canada was 1,423,000 and the number of unions, 159.)

The number of males who belonged to trade unions in the United Kingdom at the end of 1961 was 7,898,000, an increase of 23,000, or 0.3 per cent, compared with the previous year; the number of females was 1,985,000, an increase of 39,000, or 2.0 per cent.

By industry, the main increases were in educational services, 31,900; local government service, 26,700; metal and engineering industries, 16,700; and other transport and

communications, 15,200. These increases were partly offset by decreases in coal mining, 20,900, and railways, 19,000.

Business Done by Canadian Co-ops Increases 5 Per Cent in Year

The total business done by all types of co-operatives in Canada reporting for the crop year ended July 31, 1961 was $1,470,000,000, an increase of 5 per cent over 1960, according to the annual summary *Co-operation In Canada, 1961,* published by the Canada Department of Agriculture.

There was a slight decrease in the number of co-ops but an increase of about 18,000 in membership.

The number of known marketing and purchasing associations declined from 2,093 in 1960 to 2,028 in 1961, but the total number of shareholders and members was almost unchanged at 1,626,766.

Marketing and purchasing activities in Canada increased by 28 per cent from $1,112,000,000 in 1951-52 to $1,424,000,000 in 1960-61. Sales of farm products increased by $178,000,000, or 21 per cent, during the period; sales of supplies and merchandise increased by $153,000,000, or 65 per cent.

Credit Unions Grow in Number, Membership and Assets

The total number of credit unions in Canada reached 4,697 in 1961, an increase of 89 during the year, says the annual report, *Credit Unions in Canada, 1961,* published by the Canada Department of Agriculture. Most of this growth took place in Alberta, Ontario and Quebec.

Assets passed the $1.5-billion mark.

Total membership in 1961 was reported to be 2,751,059, an increase of 8 per cent over the 1960 figure. Half the total membership of all credit unions in Canada is in the province of Quebec.

Members' savings, which are the sum of shares and deposits, amounted to $1,387,000,000 in 1961, an increase of 15 per cent over those of 1960. Assets per member for the whole country increased from $511 in 1960 to $549 in 1961.

Loans by credit unions increased by 18 per cent to $570,000,000 in 1961. During the period 1957-61, credit unions made loans amounting to $2,259,000,000, which was 55 per cent of all loans granted since inception.

Business and Professional Women Plan Conference on Management

An "Arts of Management" conference for women business executives, sponsored by the Business and Professional Club of Toronto, will be held March 15 to 23. A similar conference was held last year as an experiment.

The program will include study and discussion of the major management functions: organization, corporate structure, finance, production, industrial relations, ethics and policy, administration, marketing and communication.

Fifty applicants will be accepted. To be eligible a candidate must have had at least five years experience in business and should be in a supervisory position. She also must have the recommendation and approval of her management. Experience and ability, in so far as they can be judged, will be the criteria of selection rather than the degree of formal education the candidate has had.

The faculty of the Conference will include men and women from business, finance, industry, the labour movement and government.

Annual Salary for Plant Workers Provided in UAW Agreement

A collective agreement that puts production and maintenance workers on an annual salary was recently signed by Sabo Machine and Tool Works, Inc., Buffalo, N.Y., and Local 55, United Automobile Workers. A UAW spokesman said the contract is the first of its kind in which his union is involved, and AFL-CIO sources in Washington say that it is believed to be the first negotiated by any union.

Under the three-year agreement, the 25 workers covered will be paid salaries ranging from $6,240 for skilled workers to $5,760 for those with limited skill and $5,510 for unskilled employees.

The contract reduces the working hours to 7½ a day and 37½ a week, and provides for vacations with pay varying from one week after 90 days service to four weeks after 20 years, full salary at the rate of one month's pay for each year of service for a worker who is laid off, severance pay for a worker who is discharged of one week's salary for each year of service, and sick leave of up to three months with full pay.

In Parliament Last Month

(page numbers refer to Hansard)

The Bill to establish a National Economic Development Board was given first reading last month, and the Bill to establish an Atlantic Development Board passed second and third readings.

The House considered in committee a resolution preceding the introduction of a measure to amend the National Productivity Council Act to provide for the appointment of three additional members to the Council but the resolution did not come to a vote.

Motion for second reading of a private member's bill to amend the Merchant Seamen Compensation Act was not put to a vote before expiry of the time allotted to private members' business. Another private member's bill of interest to labour was introduced and given first reading.

Three private members' motions were made but did not come to a vote. One attempted to bring seasonal farm labourers under the coverage of the Unemployment Insurance Act, the second to enact a Full Employment Act, and the third to encourage early vesting of workers' pension rights.

On November 27, the Minister of Finance moved consideration in committee of a resolution preceding the introduction of a measure to establish a National Economic Development Board, to define its duties and to provide for the necessary arrangements in connection with it (p. 2073). The next day, after the resolution was concurred in, Bill C-87, to provide for the establishment of the Board, was introduced and given first reading (p. 2115). The debate on second reading of the Bill continued intermittently during the month of December.

On December 4, Bill C-94, to provide for the establishment of an Atlantic Development Board, to define its duties and to provide for the necessary arrangements relating to it, was introduced by the Minister of National Revenue and given first reading (p. 2319). Earlier in the day the resolution preceding introduction of the Bill was considered in committee (p. 2288). On December 6, the Bill passed second reading (p. 2413), and on December 12, after a division on a ruling by the Speaker, it was read the third time and passed (p. 2589).

On December 4, the House considered in committee the resolution preceding the introduction of the Bill to amend the National Productivity Council Act (p. 2319). The initial motion to consider the resolution in committee had been agreed to on November 19 (p. 1745) (L.G., Dec. 1962, p. 1335).

On December 7, a motion was made for second reading of Bill C-25, a private member's bill, to amend the Merchant Seamen Compensation Act respecting payments to orphans of seamen (p. 2458). The hour appointed for private members' bills expired without question put.

On November 26, Bill C-85, a private member's bill, to limit to 40 a week the hours of work for employees in federal works, undertakings and business, "in order to combat unemployment and automation," was introduced and read the first time (p. 1985).

The three motions that did not come to a vote before expiry of the time allotted for private members' business were:

—On December 3, a motion that "the Government should consider the advisability of amending the Unemployment Insurance Act so that seasonal farm labourers would receive benefits similar to those paid at the present time to seasonal fishermen" (p. 2255).

—On December 17, a motion that the Government should consider introducing a Canada Full Employment Act, which would include "a clear-cut recognition by Parliament of the importance of full employment as a national policy," and which would make the federal Government responsible for maintaining such a policy (p. 2728).

—On December 12, a motion that "the Government should consider the advisability of encouraging early vesting of pension rights of employees, by disallowing in whole or in part the employer's claims for a reduction of the expenses of pensions for income tax purposes, where reasonable vesting provisions are not adopted" (p. 2596).

On November 27, the Prime Minister tabled the second volume of the report of the Glassco Royal Commission on Government Organization (p. 2043). On December 20, the Prime Minister announced that arrangements had been made to assemble a staff of senior officers of the public service, headed by Dr. G. F. Davidson, Deputy Minister of Citizenship and Immigration, to work with Senator McCutcheon in implementing the recommendations of the Royal Commission (p. 2849).

On December 10, the Minister of Finance announced that the Government had approved salary revisions for government employees comprising the second, third and fourth groups in the cyclical salary review program, and wage adjustments for prevailing rate employees, consideration of which had been deferred for some months (p. 2469).

Fourth Meeting, National Technical and Vocational Training Advisory Council

Advisory Council again recommends extension of March 31 deadline for completion of training facilities in order to qualify for 75-per-cent federal contribution and seeks federal sharing in cost of operating, maintaining completed schools

The National Technical and Vocational Training Advisory Council has again recommended extension of the March 31, 1963, deadline by which construction of training facilities must be completed in order to qualify for a 75-per-cent federal contribution. The recommendation was made at the Council's fourth meeting, held November 21 and 22 in Ottawa.

Under the Technical and Vocational Training Agreement, the federal contribution will be reduced to 50 per cent after March 31.

At its third meeting, in May (L.G., June 1962, p. 598), the Council had recommended that applications that had been received and approved by September 1, 1962 be eligible for the larger contribution even if the building project was not completed by the deadline.

The Council also asked the Government to consider broadening the agreement to provide for federal assistance of at least 50 per cent of the cost of operation and maintenance of institutions established under the agreement.

An addition to the agreement to provide especially for vocational training in agriculture was another measure recommended by the Council.

Dr. G. Fred McNally, former Chancellor of the University of Alberta, presided at the meeting.

The Council adopted a report of one of its subcommittees that called for, among other things, a high level meeting to bring about rapid acceleration of the training of the unemployed.

The meeting heard a report on programmed learning and received a brief from the Canadian Home and School and Parent-Teacher Federation.

A. D. Hales, Parliamentary Secretary to the Minister of Labour, in welcoming the members of the Council, spoke of the important work being done in vocational education, by which, he said, people would be trained to fill jobs that were going begging.

Deputy Minister of Labour

George V. Haythorne, Deputy Minister of Labour, told the meeting that the most important task now was to develop plans for making adequate use of the facilities that were coming into operation.

He pointed out that technical education was a part of general education, and referred to the need for teamwork between the provincial departments of labour and education in promoting technical education.

The reorganization of the Council recommended at the last meeting had not been acted on as yet, but only because the matter required more thought, not because it had been shelved.

He said that, in spite of restrictions, establishment of five positions for federal training co-ordinators had been approved.

Report of Training Branch

The report of the Technical and Vocational Training Branch presented a resume of the progress being made under the various programs of the Technical and Vocational Training Agreement. It also described the action that had been taken on the resolutions passed at the last meeting of the Council.

On the recommendation regarding reorganization of the Council, the Government had requested that the matter should remain in abeyance for the present, and that former members should be re-appointed for a term ending December 1, 1963.

The recommended study of school dropouts had been referred to a research committee of the Department of Labour.

No action had been taken to date on the recommended survey and study of guidance services in the school systems, and available outside the regular school systems, in Canada and other selected countries, pending the report of a survey of school graduates undertaken in 1961.

D. E. Glendenning of the Vocational Training Branch had made a special study of programmed learning and had attended a special seminar on the subject at Lansing, Mich. (See below for his report).

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The special conference to consider technical and vocational education in agricultural or rural communities had been held (L.G., Nov. 1962, p. 1241).

The recommendation that a National Conference on Vocational and Technical Training should be held had not been proceeded with owing to pressure of work. The subcommittee assigned to study the nature of such a conference will make a progress report at the May meeting of the Council.

The report of the Technical and Vocational Training Branch said that the Government had approved that equipment "which is ordered before April 1, 1963 and delivered and put in place before October 1, 1963 shall be eligible for a 75-per-cent reimbursement. However, no extension beyond March 31, 1963 was provided for building projects."

Extension of Deadline

A special committee appointed during the conference to consider the question of the deadline for the 75-per-cent federal sharing of contsruction costs proposed a resolution that was unanimously adopted by the Council.

The resolution recommended to the Minister of Labour "that present regulations be amended to allow building projects approved prior to March 1963, and completed March 1964, to qualify for 75-per-cent federal financial support, and that the regulations governing the purchase of equipment be amended to allow for 75-per-cent federal sharing for the balance of the life of the Agreement, which is March 1967."

The resolution said the Advisory Council had the support of the Canadian Federation of Home and School, provincial Departments of Education and other interested organizations in this recommendation.

Another resolution recommended that, in view of the impetus given to the construction of buildings for vocational and technical education by the federal Government's financial assistance, consideration should be given to broadening Program I to provide federal assistance of at least 50 per cent of the cost of operating and maintaining these institutions.

Agricultural Training

The committee on agricultural training recommended that "an additional and separate program, Program 10, be added to the Technical and Vocational Training Agreement to provide solely for training in agriculture."

The proposed program, the committee said, would provide for "training in agriculture at the secondary schools, trade schools and technological institutes, in extension courses other than university courses, and in other special schools that may be required to meet the emerging need in this field."

The committee recommended financial assistance under the proposed Program 10 for buildings and equipment, and for operational, instructional and administrative costs in connection with approved agricultural projects and programs.

A provincial advisory board for agricultural education, responsible for assessing training needs, fostering suitable programs and for co-ordinating efforts among organizations and agencies interested in agricultural education, would be a prerequisite for support under the agreement, the committee recommended.

The committee further recommended that the federal Department of Labour add to the Training Branch staff a specialist in agricultural education, and that where feasible, the Training Branch develop analyses in important areas of agricultural training.

The Advisory Council approved the recommendation and decided to keep the agricultural committee in being for an indefinite period.

Training of Unemployed

The special committee on training for the unemployed recommended:

—Courses should be standardized in content, duration and terminology.

—In connection with basic training for skill development, all applicants should be given a chance, instead of insisting on "arbitrary entrance requirements based on previous formal education." (This would "involve elimination on the basis of performance early in the course," the committee said.)

—In basic training, the main effort should be to upgrade the large mass of the unemployed at lower levels, rather than to concentrate on a smaller number at higher levels.

—More should be done to encourage training within industry.

—Recognition that nearly 90 per cent of expected manpower expansion will be in the service industries.

—Courses should be broadened, and many new courses offered in "growth" occupations.

—A high level meeting should be arranged by the federal Government with the provinces, employers, and organized labour to bring about rapid acceleration in the training of the unemployed.

In adopting the report, the Advisory Council decided to leave its implementation and interpretation to the Training Branch, and decided to keep this committee also in operation.

Programmed Learning

D. E. Glendenning of the Technical and Vocational Training Branch presented to the Council a report on "programmed instruction" or "programmed learning."

"We would do vocational education a disservice not to introduce this medium experimentally," he said.

The basis of programmed instruction is that a person tends to repeat an experience that is rewarding and avoid those that lack reward. Programmed instructional materials are so designed that the probability of success at each step is very high, almost guaranteed.

Mr. Glendenning described this method of teaching as one in which knowledge is imparted by means of a series of questions, a set for each idea to be taught. The first question practically tells the answer, and each succeeding question makes a greater demand on the learner, by gradually eliminating the clues until a test question shows that the concept has been learned.

"We do not know yet what is the best way to use programmed instructional materials within the total educational program . . . There is a need for carefully controlled studies to ascertain exactly where programmed instruction can make its most valuable contribution," Mr. Glendenning said.

Little information is available about the effectiveness of programmed instruction, but he cited three companies who have experimented with it. Eastman Kodak has yet to find areas not suited for programming. General Telephone Company of California found that students using programmed instructional materials did as well as or better than other students in approximately half the time. International Business Machines found that those using programmed materials saved from 27 to 47 per cent of the instructional time with a slight increase in average achievement.

Some of the conclusions offered in Mr. Glendenning's paper were: that programmed instruction had a place in education, although its place had not yet been determined—it will not replace the teacher; there was evidence that this method would be more effective in many areas than traditional methods; that correspondence courses lend themselves well to programming; and that studies by industry indicate a considerable saving of time through the use of programmed materials.

Some of Mr. Glendenning's recommendations were that: a unit on programming should be introduced into teacher training programs; seminars or short courses in programming should be arranged in each province or region during the summer of 1963; a central source of information on the subject was needed for the use of teachers; a few vocational teachers in each province should be urged to experiment with the use of programmed materials during the present school year, mathematics and science being logical subjects for the purpose; and programming of one course should be undertaken, in a manner similar to that used in preparing a correspondence course or a trade analysis.

Home and School and Parent-Teacher Federation

A submission from the Canadian Home and School and Parent-Teacher Federation, in which that organization presented its views and expressed some misgivings about vocational training in Canada, was read to the Council by Mrs. G. A. Garbutt, Acting Chairman of the School Life Committee of the Association.

The federal-provincial Technical and Vocational Training Agreement, the Federation said, seemed to represent a determined effort to do something constructive to broaden educational opportunities for all children, and it therefore deserved the support of parents. Nevertheless, the Federation expressed doubts about the program on a number of grounds.

The deadline laid down in the Technical Training Act had been responsible for many of the problems that had arisen. It had necessitated hasty action by local boards and provincial governments in the building and equipping of the schools, had impeded the undertaking of a thorough survey of vocational training needs, and had led to haste in developing curricula and training teachers. There was consequently "a grave danger that in these areas the job done will prove to be inadequate," the brief said.

"In our view it is unfortunate that the federal Government did not undertake a thorough study of the needs and requirements for technical and vocational training facilities before providing funds for their construction."

The Federation's brief posed several questions, among them the following: What steps are being taken to ensure that there is a balance between manpower needs and numbers of graduates? What is being done in the way of job projection surveys? Will provision be made for on-the-job training

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for students enrolled in vocational programs? Has consideration been given by all levels of government to the advisability of appointing qualified technical-vocational consultants at the national, provincial and local levels? Will the new facilities be used for retraining and adult education programs? Will standards be set so that graduates will be acceptable to employers, unions and apprenticeship boards?

The brief asserted that there must be an expansion of guidance services in the schools, and a campaign to convince the public that vocational education is not meant for second class individuals but for those with different abilities and aptitudes. "We suggest that a research study be undertaken to determine the reasons for the prejudice toward vocational education. If we can find the cause, we may also find a way to change these attitudes."

A. W. Crawford, War Veterans Representative and former Director of the Vocational Training Branch, expressed surprise that the Home and School Association seemed to be unaware of how much had been done and was being done regarding the matters dealt with in the submission.

The Council passed a resolution recommending that the Training Branch take appropriate means to arrange for a survey of guidance measures.

Training in Industry

Speaking on experimental projects in connection with training in industry, R. H. MacCuish, Assistant Director of the Vocational Training Branch, outlined a pilot project in which three firms in Ontario were planning to upgrade 10 employees. In a six-month course, the employees being trained were taken off the job, the firm paying half of the cost, and the rest being borne by the employees themselves, who gave their time. Mr. MacCuish said it was hoped that similar pilot programs would be undertaken in other provinces.

He pointed out that the federal Government gave no direct assistance to industry in the matter of training, but that all financial help was given through the provincial governments.

In discussion, Fraser Fulton, Vice-President, Industrial and Public Relations, Northern Electric Company, said that automation was not a problem for large firms. Employees were trained for new jobs as required.

Mr. MacCuish thought, however, that automation was having a serious effect on the kind of skills required in industry, and more people were needed with higher educational qualifications and more technical training.

Garnet Page, General Manager and Secretary, Engineering Institute of Canada, remarked that if it were not for automation there would be far more unemployment, "because we should be out of business." Most employers, he said, were taking the necessary steps to retrain their employees. He admitted, however, that some employees had had to be let go, because they could not qualify for the new jobs.

In answer to a question by Max Swerdlow, Canadian Labour Congress, Ross Ford, Director of the Technical and Vocational Training Branch, said that about 30 per cent of all industry provided training programs.

NES Says University Graduates Will Exceed 30,000 in 1963

The number of 1963 graduates from the larger universities and colleges in Canada is expected to exceed 30,000, the National Employment Service says in its annual report on supply and demand of university graduates. The predicted 1963 graduating class is 15-per-cent greater than the 26,500 in the 1962 class.

The increase in graduations in 1963 over 1962 is at a somewhat higher rate than the corresponding rise in enrolments.

Besides covering only the larger universities and colleges, these figures exclude graduates of some courses, those obtaining graduate degrees, and those completing degrees through part-time study or summer courses.

"Substantial increases in graduating classes can be anticipated in the next few years as the full impact of large enrolment increases is felt," the report says. Enrolment of full-time university students in 1961-62 was 129,000, which was 13 per cent more than the 1960-61 total of 114,000. In turn, enrolment in 1960-61 was 12 per cent larger than that of the preceding year. If this trend continues, nearly 150,000 full-time university students will be enrolled in 1962-63.

Labour's Annual Briefs to Government

For second time in 1962, Canada's three central labour organizations submit recommendations. CLC criticizes certain of Government's austerity measures; CLC and CNTU advocate economic planning; railwaymen seek Railway Act changes

Canada's three central labour organizations, for the second time in 1962, last month presented memoranda containing legislative and administrative recommendations to the federal Cabinet. Each had submitted a brief in March (L.G., April 1962, p. 402).

The Canadian Labour Congress, in its brief presented on December 11, criticized certain of the Government's austerity measures for their "restrictive effect on the economy," expressed concern over unemployment and the "lack of adequate measures to offset" an economic decline predicted for the early part of 1963, and advocated a program of economic planning. The CLC spoke favourably, however, of the Government's plans to help soften the impact of automation.

The Confederation of National Trade Unions also urged economic planning by the Government. To supplement such a policy, its brief of December 11 recommended four short-term measures. And it criticized the Minister of Labour's bill on automation problems "as not being bold enough."

The National Legislative Committee, International Railway Brotherhoods, in its submission on December 12 repeated requests of earlier annual submissions for revision of the Railway Act to provide for suitable compensation of employees displaced by the closing of stations or other facilities, and for improved health and sanitation provisions. The Committee commended the Government for its Technical and Vocational Training Assistance Act of 1960, and advocated research into the particular skills that should be taught.

Members of the Cabinet, including the Minister of Labour, joined in giving the Government's replies to the memoranda, the Prime Minister finding it necessary to leave the individual delegations before the reading of the submissions was complete.

The CLC Brief

The Canadian Labour Congress criticized the Government's economic policies, saying that certain of its austerity measures "will have a restrictive effect on the economy," and expressed apprehension about the unemployment problem, which apprehension it said was "compounded by the fact that there is a real lack of adequate measures to offset" the economic decline in the early part of 1963 that was being predicted by economists both in Canada and the United States.

The Congress had reluctantly agreed with some of the measures taken by the Government—for example, the emergency import restrictions—because of the acute balance-of-payments crisis. But it thought it most unwise to regard these restrictions as a long-term solution.

> We believe that any attempt to make the present emergency surcharges on imports permanent, or to implement any other long-term import restrictions, would only result in harmful price increases in our economy. Increased costs might have a serious effect on our ability to export, and we should thus be no nearer, perhaps even farther off, from solving our balance of payments problem.

Such restrictive measures are out of step with today's need for substantial liberalization of world trade, the brief continued. "They are out of step with the important tariff changes which the Kennedy administration is seeking to bring about between the United States and Western Europe."

Liberalization of trade should not be at the expense of any one industry or industries, the Congress declared. "There must be adequate compensation for any employees and employers affected. Workers must be guaranteed adequate income maintenance during any period of readjustment."

In the section of the brief headed "The Economic Situation," the CLC criticized also the abandonment of a floating exchange rate in favour of a fixed rate. For Canada, with its comparatively open economy, a free rate is helpful in adjusting the balance of international payments to meet domestic needs, but with a fixed rate, domestic policies may have to be adjusted to meet balance-of-payment requirements.

Also criticized were the cut-back in the Government's own building program and the reduction of Canada's aid under the Colombo Plan.

> What has been happening is that Canada has been standing virtually still or slipping backward while other countries have been forging ahead. Such a development, if it is allowed to continue, cannot but worsen our situation. We simply cannot afford the wastefulness of capital goods used below capacity nor the non-productivity, let alone the inhumanity, of idle manpower.

Proposals advanced by the CLC included: assistance to secondary industry to compete effectively with foreign products, ex-

port subsidies under certain circumstances, seasonal biases in monetary and fiscal policies to encourage winter construction, special forms of regional aid, and massive expansion in the public sector of the economy.

Economic Planning

The CLC found satisfaction in the increased support for economic planning, in the realization by various interests that "we cannot hope to achieve prosperity and full employment by the random operation of the market place."

The Congress stressed the urgency of a program of economic planning "so that the material and human resources of our country can be fully and effectively utilized to strengthen our economy, stimulate business, and give our workers jobs."

The Government's objective of creating more than a million new jobs over the next five years with a corresponding growth in the gross national product can best be achieved through economic planning, the brief said.

The Congress welcomed the reference in the Speech from the Throne to the establishment of a National Economic Development Board and of an Atlantic Development Board, and noted with approval that the NEDB would be "broadly representative."

If labour, business and similar groups are to be represented, "they should be invited to name representatives to speak on their behalf." If the Government wishes to have the views of organized groups, "it seems only logical to us that they should go directly to them rather than give them token representation through individual appointments."

But the CLC considered that more than a National Economic Development Board was required. "We urge the establishment of governmental instruments which will set such planning in motion, capable of implementing advice from the National Economic Development Board or any other advisory bodies."

Automation

The CLC spoke favourably of the Government's announced intention to aid employers and workers in meeting the impact of automation, which "has already brought about substantial changes in the composition of the labour force." A high degree of versatility and a relatively higher standard of education are now needed.

There are in addition such matters as the location and relocation of industry, the mobility of workers and their training and retraining for new jobs, the relocation of workers where necessary with all the social and economic consequences of such action, the orderly retirement of workers displaced by machines and too old for effective retraining, and the like. There is moreover the important question of priorities as between the private and the public interest governing the manner in which technological innovations are introduced and the way in which their impact is absorbed.

Here is a very considerable area in which there is a high degree of mutuality of interest between labour, management and other elements in our community. Whatever measures are introduced, they should provide for effective consultation with representative bodies.

Speaking of the relocation of industry, "a problem that exists regardless of changes in technology," the CLC said there has been a strong disposition on the part of corporations to transfer plants from one locality to another in order to gain advantages for themselves. There are undoubtedly, in the eyes of the corporation, legitimate reasons for making such changes.

But it is not enough for a corporation to be allowed to make changes of this sort which have far-reaching effects without being required to examine the social and economic consequences of its action. The transfer of a plant from one location to another may result in loss of jobs, in lost savings represented by homes rendered valueless, a dislocation of family life and other severe social and economic disturbances. To the community which has been deserted, the loss of a plant or industry may mean blight and industrial decay. The social investment in streets, sanitation, schools, hospitals and other facilities may be lost beyond recovery. The social losses may outweigh by far the private advantage which flows from a decision to relocate.

Corporations are already required by law to meet certain standards for the protection of employees and the public, and they should be required to justify any proposal to locate or relocate in light of the public interest. "Whatever decision is made should reflect the needs of the community and not merely those of the corporation," the brief proposed.

Corporations and Labour Unions Returns Act

The Corporations and Labour Unions Returns Act will impose on unions unnecessary and onerous burdens, the CLC protested. Reporting a variety of kinds of information may seriously impede the legitimate activities of unions.

"It is altogether possible that unions will find it necessary to make constitutional and other procedural changes in order to satisfy the requirements of the Act," the brief said, urging reconsideration of the legislation.

The Right to Strike

The CLC said it disagreed with suggestions that strikes were obsolete or unjustified.

It said in its brief that our free society gives workers the right collectively to withdraw their labour and employers the right to withhold employment—but through rules

that make such action possible only under certain circumstances.

"It is by no means correct to assume, as many evidently do, that such economic action may be taken arbitrarily or without regard to law." A strike may work a hardship on one or other of the parties involved—"which is what is intended"—but, at most, an inconvenience to others. "It is debatable whether the public interest is so imperilled that a basic civil right should be curtailed or eliminated . . . It may be better to risk public hardship on some infrequent occasion than to place so great a restriction on the right of workers to control their own labour."

So far, no effective substitute for the strike has been found.

"We suggest that it would be contrary to good public policy to heed proposals [to ban strikes] that have been made."

Social Security

The question of old age security continues to be important, and "we regret that lack of support from certain of the provinces has so far prevented you from taking action" in respect to a constitutional amendment that would permit the introduction of a public system of pensions and disability and survivors' benefits.

"We would like to repeat the suggestion that, pending such an amendment, you establish consultative machinery that would enable organized labour, management, agriculture and others to offer advice concerning the principles on which proposed legislation might be based."

The CLC said it took exception on a number of grounds to recent suggestions that persons receiving public assistance should be required to perform work in return. First, the proposal fails to recognize the purpose of public assistance: to provide assistance to the unemployable and those who are unable to find work and are without other resources. Second, it transforms a social benefit into an obligation and "the compulsion to do the work or be cut off relief is offensive and contrary to our concept of freedom." Third, work for relief may be simply a way of getting work done "on the cheap" by replacing regular employees with relief workers.

Assuming that there is work to be done, it should be done in the appropriate way. It should be done either by properly qualified employees already on staff, by workers engaged through the National Employment Service or through some other legitimate channel. Workers hired should be engaged on the basis of their ability, not their dependence on relief. The rate of pay should reflect standards established through collective bargaining or other recognized procedures. Failure to do so creates inequities and undermines existing wage scales.

Through its grants-in-aid program, the federal Government has a powerful voice in the disposition of social assistance funds, the CLC said, and asked that the Government use its power to preserve the use of social assistance payments against abuse.

International Affairs

A thorough review of Canada's defence and foreign policy is urgently needed, CLC said. It outlined a six-point program that had been adopted at its convention in April.

The program called on the Government to:

—Support every constructive effort to bring about complete and general disarmament, under effective international control.

—Conclude a treaty to establish a non-nuclear club of nations which would undertake not to manufacture, store, or permit nuclear weapons on their soil or use nuclear weapons at any time.

—Oppose the spread of nuclear weapons to countries which did not yet possess them and refuse to permit nuclear weapons on Canadian soil or in the hands of Canadian Forces.

—Eliminate frills and waste from defence expenditures and use the money for the development of the public sector at home and increased aid to economically less-developed nations abroad.

—Critically examine Canada's commitments to existing regional defence alliances, such as NATO, taking into account a changing world situation.

—Prepare a comprehensive national plan for the gradual channeling of defence expenditures into constructive peace projects, thereby avoiding sudden economic dislocation, should universal disarmament be achieved.

The CLC suggested that the authority of the United Nations be strengthened. "We urge your government to support every measure designed to enhance the prestige, authority and jurisdiction of the United Nations and its agencies, and to insist that the General Assembly should create a permanent international police force."

Deep disappointment was expressed at the Government's action in cutting aid to other countries. "Canadians, one of the richest people in the world, are not doing enough in comparison with other industrialized nations and could well afford to spend a larger share of their national income on external aid," the CLC said. "We call on your Government to spend at least one per cent of our national income for aid to the economically less-developed countries."

Other Recommendations

The CLC expressed pleasure at the introduction of Bill C-70, the Occupational Safety Act, and suggested consideration of legislation having to do with radiation hazards and the necessary safeguards against them. It also urged legislation that will give government employees the right to engage in collective bargaining with the

Government and establish an orderly system for the settlement of disputes when bargaining fails to bring about a mutually satisfactory agreement; and again requested that the check-off be extended to government employees who are members of CLC unions.

In view of the appointment of a Royal Commission on Taxation, the CLC made no submission on the subject except to express disappointment that the Government had not appointed a labour representative to the Commission.

The CLC asked the Government to strengthen the Canadian Broadcasting Corporation, and assure it of reasonable independence of action. It suggested that financing of the CBC be by way of statutory grants over a sufficiently long period to enable the corporation to plan ahead. Appointment of a standing parliamentary committee on broadcasting was also proposed to replace the *ad hoc* committees hitherto established from time to time.

The brief said the Ontario court decision that held the Unconscionable Transactions Relief Act to be *ultra vires* of the province was cause for serious concern and hoped the Government was "watching this matter with the intent of taking legislative action should that prove necessary."

On other matters, including housing and education, the Congress drew attention to the recommendations made in its previous brief (L.G., April 1962, p. 402).

Government's Reply to CLC

The Government's reply to the CLC memorandum was given by Hon. Michael Starr, Minister of Labour. The Prime Minister had told the delegation in his remarks of welcome that it would be impossible for him to stay for the entire presentation.

The CLC had been "a little on the pessimistic side" when dealing with the economic and employment situation, Mr. Starr said. "Unemployment in the first 10 months of 1962 has declined 19 per cent in comparison with the same period last year," and the gross national product for the first six months is 8.6 per cent above last year; therefore "it is difficult to see the 'slipping back' to which your submission refers." The gross national product is now running at $65 per capita higher, in constant dollars, than in 1957, he added.

The surcharges to which the CLC had expressed opposition have in many cases meant jobs for Canadians by encouraging the manufacture of Canadian products, the Minister said.

Bill C-83, dealing with automation and manpower adjustment, must be looked at within the context of a free economic system, he said. The Bill embodies the principle of planning ahead, if any legislation did, while at the same time preserving the rights of management and labour in its application, as well as those "human values" that a report to President Kennedy by a committee headed by former U.S. Secretary of Labor Goldberg emphasized must be preserved.

"Bill C-83 is not a cure-all; but it provides a context and a frame of reference within which to work."

Mr. Starr announced that it was his intention when the Bill passes Parliament to call together representatives of labour and management to discuss the specific application of its provisions in various industries. "It will be an opportunity for labour and management to express their viewpoint and give suggestions, and if the suggestions are agreed upon by those who will be present, they will be incorporated in the regulations under the Bill."

The principle of planning was embodied also in the vocational training and school construction program. "Surely the program for the training of unemployed represents planning," he said.

Here the Minister reported that of the 800 persons retrained under the unemployed training program in Cornwall, Ont., 95 per cent had been placed in jobs.

He had no fear that the schools being built under the program would not be used. As an "exaggerated" example he cited the technical school at Moncton, with a capacity for 700 students, which is now filled and has a waiting list of 3,400.

Seasonal unemployment will be a problem as long as we have a primary economy subject to seasonal variations, Mr. Starr continued. "The way to provide year-round employment, of course, is to expand the secondary manufacturing industry." The Government had devoted every effort toward providing incentives, fiscal and economic encouragement, to secondary industry. Partly as a result of this, more than 60,000 new jobs were created this year alone in manufacturing.

CNTU Brief

The CNTU urged the Government to proceed resolutely toward economic planning; it believed this was the only remedy to the evil of chronic unemployment.

Unemployment is not only a symptom of a deficient economic structure, but is also the cause of evils that require prompt solution, the brief said. It suggested four short-term measures in addition to economic planning: changes in the winter works program, in housing loans, in transfer payments and in economic analyses.

Winter Works

Although recognizing the value of the Municipal Winter Works Incentive Program, the CNTU complained about its lack of flexibility in that it does not take sufficient account of regional differences. Since winter is not the same everywhere in Canada, the CNTU held, some regions benefit less from the advantages of the program.

The CNTU suggested also the establishment of a progressive rate of assistance corresponding to the rate of unemployment. In short, it suggested taking into account the different situations existing in the municipalities in connection with seasonal unemployment.

Housing Loans

The CNTU urged the Government to lower the interest rate on home building loans to 2 per cent.

Lower interest would enable a certain number of workers to acquire a family property and, if the reduction applied only to houses started between December 1 and May 1, it would stabilize employment in the building industry.

Transfer Payments

The CNTU declared itself in favour of raising family allowances, old age pensions and pensions to disabled persons as a means of increasing purchasing power.

The memorandum recognized that such a measure would not correct the defects of Canada's economy, which occur at the production level, but an increase in transfer payments "is a quick and effective means to satisfy urgent needs and to stimulate the economy until planning bears some permanent fruits."

Economic Analyses

The fourth short-term remedy suggested by the CNTU was to analyse unemployment conditions by small economic regions so as to give preference, when extending credits for public works, to the regions hardest hit by underemployment.

Economic Planning

The CNTU reiterated that "so long as Canada does not determinedly engage in economic planning, Canadians will endure chronic insecurity."

Not only must the Government not be afraid of planning, but it must embark in it while taking into account all the modern requirements of democratic planning, requirements that our federal system will allow us to fulfil advantageously.

The CNTU believes that planning must originate, as much as possible, in the provinces, with the federal Government co-ordinating it.

Automation

The bill submitted by the Minister of Labour concerning the employment problems arising from automation was criticized by the CNTU "as not being bold enough."

The memorandum stated that "the Starr bill offers only half-solutions: a better use of employment bureaus when what is needed is the creation of new jobs; the assumption of 50 per cent of the cost of certain studies in given enterprises when a general government enquiry is essential; the payment of half the price of railway fare for the workers being relocated in a new job, when this is only a minor part of the expenses involved in moving."

The CNTU said, however, that although it was not opposed to automation, "it wants to make sure that the workers are not the only one to absorb the cost."

National Economic Development Board

The CNTU once more requested the establishment of a council for economic guidance whose duty would be to "recommend to the Government whatever measures are necessary to strengthen our economy."

The memorandum suggests that, in the meantime, the members of the proposed National Economic Development Board not be appointed as individuals, but on the recommendation of their organizations; that the Board's recommendations be made public; that the Board include persons from all sectors of economic activity and, finally, that the Board be made up of committees as representative as the Board itself and aided by experts.

The committees suggested by the CNTU would deal with economic research, productivity, industrial research, combines and trust act, capital expenditures and foreign trade.

CNTU President Jean Marchand then remarked that a Board having no control over capital expenditures would "miss the boat."

The Glassco Report

The CNTU said it was astounded by some of the findings of the Glassco Royal Commission on Government Organization.

It pointed out that "responsible citizens who care for the common good cannot be indifferent to the administrative carelessness, the lack of co-ordination, the waste of public funds brought out by the Commission."

The CNTU, however, expressed disagreement with "the philosophy inspiring the recommendations of the Commission and its unproved contention that to resort to private enterprise is the only appropriate remedy."

The memorandum is particularly opposed to the recommendations tending to weaken Crown Corporations.

The CNTU stated further that "it regrets that for some years there has been a systematic campaign conducted against the Canadian Broadcasting Corporation, the National Film Board and Trans-Canada Air Lines. This campaign, under the pretext of a need for reorganization, is aiming at nothing else than the destruction of those institutions, which we believe are essential to the safeguarding of the public weal."

The CNTU declared itself in favour of a true bilingualism in the federal administration: two working languages on even status.

The brief adds:

> Why should not the federal Government legislate right now that, starting in 1967—this would be a splendid anniversary present, although it is only the recognition of a right more than 100 years delayed—every civil servant hired by the federal Government for employment in Ottawa should be bilingual? This would give the students of today ample time to prepare for such an eventuality.

Collective Bargaining for Civil Servants

The CNTU once again claimed the right to collective bargaining for employees of the federal Government. The right of association means something only as long as it is tied to that of collective bargaining, the CNTU emphasized.

The brief pointed out that the Government obliges employers to bargain collectively with their employees but that it shirks from the application to itself of the general law.

Mr. Marchand then remarked that the employees of the Department of Public Printing and Stationery whose conditions of work and wages are established under the standards existing in the printing industry are at the same time, for purposes of the austerity program applied by the Government, treated in the same way as civil servants.

Other Recommendations

The brief declared itself in favour of the Bill introduced by Senator Croll concerning consumer credit, which would compel dealers to indicate clearly the rate of interest on each transaction. In addition, the CNTU is in favour of a law providing for a reasonable maximum rate of interest and compelling the buyer to make a cash payment of at least 20 per cent of the amount of the transaction.

The memorandum also requested the Government to review again its intention to reduce its financial contribution to the construction of schools for technical and professional training.

It also suggested many changes concerning the adoption of a strictly Canadian maritime policy.

Government's Reply to CNTU

The Government's reply to the CNTU memorandum was given by Hon. Michael Starr, Minister of Labour, and Hon. Léon Balcer, Minister of Transport, who spoke in French. When welcoming the delegation, the Prime Minister had said that it would be impossible for him to stay for the entire presentation.

The Minister of Labour repeated a number of the remarks he had made to the CLC delegates (see above), especially those pertaining to unemployment, to Bill C-83, and to the calling of a national labour-management conference.

The Minister particularly replied to criticisms made against the federal Government's program for the construction of vocational training schools. He pointed out that it was up to the Province of Quebec to build the schools and that the federal Government would then assume, unconditionally, the responsibility of paying 75 per cent of the cost. "The success of this program lies entirely with the provincial Government," he added. He stressed, however, that Quebec was probably ahead in the field of vocational training and at the present time perhaps was not in such great need of constructing schools.

Mr. Starr reiterated that the Government intended to show initiative and to be "as daring as the provinces, management and labour will let us."

Hon. Léon Balcer, Minister of Transport, spoke mainly about the memorandum's suggestions concerning the shipbuilding industry. He recalled, among other things, that Canada had obtained the consent of all the countries who signed the Commonwealth Agreement and that the Speech from the Throne foresaw legislation limiting trade in Canadian coastal waters to ships registered and built in Canada.

Mr. Balcer said the Government's policy in regard to subsidies, through which the Government pays up to 40 per cent of the cost of shipbuilding in Canada, was giving excellent results.

Finally, the Minister revealed that the Government was thinking of changing the structure of the Canadian Maritime Commission and promised that the CNTU's suggestion for labour representation on that Commission would be considered.

International Railway Brotherhoods' Brief

In its brief, the National Legislative Committee, International Railway Brotherhoods, repeated and emphasized numerous requests made in earlier submissions, especially that of March 13, 1962 (L.G., April 1962, p. 411).

It again requested, as it had done since 1958, revisions of Sections 168 and 182 of the Railway Act, so that railway employees displaced through the closing of stations or other facilities would be suitably compensated. It also repeated its request for improved health and sanitation facilities on locomotives, in rest houses at terminals, and at other points.

The Committee declared its support for any improvements that would make it possible to train more of our own skilled workers, congratulated the Government on its Technical and Vocational Training Assistance Act of 1960, and suggested that research be undertaken to determine what particular skills should be taught to develop Canada's skilled labour force.

The Railway Act

The Committee regretted the "necessity of having to repeat a request for revision of the Railway Act, particularly Sections 168 and 182. Our previous four submissions have contained the same request . . . but we have failed utterly in our attempts to have the requested revision made."

The brief asserted that, because many revisions had been made in the Act, "in those revisions certain parts of the intent have been lost." It recalled a promise made by the Minister of Transport during the March 13, 1962 presentation that these important and difficult problems would be dealt with in a very comprehensive fashion; also, the promise that the problem of Section 182 was to be studied by the Standing Committee on Railways, Canals and Telegraph Lines at that session (L.G., April 1962, p. 414).

A federal conciliation board had also stated, on the question of compensation for displaced or moved railway personnel, that the Minister of Transport had announced to the House that this whole question would be referred to a Parliamentary Committee "at the next session" (L.G., Feb. 1962, p. 166).

Because the necessity for revision of the Act had been covered in past submissions, the Committee wished only to stress the urgency of the matter.

The MacPherson Royal Commission on Transportation practically endorsed the abandonment of many thousands of miles of railway in Canada.

President Gordon of the CNR is reported by the press to have stated that the CNR intends to close some 1,400 agencies.

These abandonments are going to displace many hundreds of employees from their present location where many of them have their own homes in which a goodly part, if not all, of their savings are invested.

Unfortunately, the MacPherson Royal Commission did not make any specific recommendations for the protection of the employees forced to move, the brief commented.

The Committee said it had been advised by a competent authority that, to make Section 182 effective in case of abandonments under Section 168, it was necessary only to add to Section 182 the following words: "The provisions for compensation given under this Section shall apply to abandonments approved under Section 168."

Health and Sanitation

The brief pointed out that the Committee since 1958 in its annual submissions had requested:

That the Government provide for the health and comfort of railway employees by requiring that toilet facilities be provided and maintained in a sanitary condition for towermen, crossing watchmen, enginemen on all types of diesel locomotives, all yard service employees, trainmen when occupying cabooses, and in all boarding cars, railway shops and resthouses at terminals. Further, that drinking water facilities, sleeping accommodation and eating facilities be provided and maintained in a sanitary condition.

The brief referred to the extensive correspondence the Committee had exchanged with the Minister of Transport and his predecessor, and with the Minister of National Health and Welfare. It referred also to the March 1962 and the 1961 submissions, in which the Committee had expressed disappointment that the Sessional Committee on Railways, Airlines and Shipping that was to deal with the matter was authorized to concern itself only with Government-owned transportation services.

Pointing to the unsanitary provisions for drinking water provided on locomotives—one company simply provided a pail with a common drinking cup—the brief stated also that 1961-62 negotiations with one of the major railroad companies to install sanitary drinking facilities clearly showed "that the company places more importance on the cost factor than on the minimum sanitary requirements of its employees."

The brief stated that various permanent railway buildings were not connected to available water and sewer facilities "due to the cost involved in making the connection."

A. A. HUTCHINSON RETIRING

A. A. Hutchinson, since 1960 Chairman of The National Legislative Committee, International Railway Brotherhoods, who is also Vice-President in Canada of The Order of Railroad Telegraphers, is retiring this year. The brief he presented last month would be his last, he announced at the end of the Committee's audience with the Cabinet.

Automation and Technological Change

The social problems arising from automation and other technological changes demanded "labour-management co-operation which can best be brought about through government-sponsored programs." The National Productivity Council had obtained encouraging results in this direction, but it should be given additional scope and powers, the Committee proposed.

The brief approved the formation of a National Economic Development Board, and the establishment of an advisory council in connection with Bill No. C-83 on industrial change and manpower adjustment, introduced in November by the Minister of Labour (L.G., Dec. 1962, p. 1335). The brief expressed the hope that all three bodies would have close liaison with each other, "for only in this way will results accrue to the Canadian people."

Labour Representation on Public Bodies

Noting with approval the Government's policy regarding the appointment of labour representatives to public boards and commissions, the Committee offered to meet with individual Ministers at their convenience "for the purpose of discussing those items which come within their respective departments."

Education

Congratulating the Government on the enactment of the Technical and Vocational Training Assistance Act in 1960, and stating it was most encouraging that the most recent figures showed 435 new schools or additions to schools being constructed, the brief added, "there is no need to elaborate on the necessity of keeping the rate of expansion in a position of high priority." It also commended the Technical and Vocational Training Branch, Department of Labour, for introduction of its new publication *Technical and Vocational Education in Canada* (L.G., Aug. 1962, p .911).

The brief expressed concern, however, over the need for research into the type of training that should be given and suggested co-ordinated research by the federal and provincial Governments, education authorities and industry, "in order to avoid unnecessary duplication and waste of time, energy, and money."

Income Tax Act

Acknowledging that the dependant exemption had been increased during the last session of Parliament, the brief, however, reaffirmed the Committee's belief that lack of purchasing power "has been and still is a contributory factor to existing unemployment in Canada," and that purchasing power could be increased by increasing income tax exemptions.

It repeated the requests of the previous submission (L.G., April 1962, p. 412), adding the request that Section 11 of the Act be amended so that expenses incurred in behalf of dependent students who are in full-time attendance at universities, colleges or other educational institutions in Canada be deductible.

Elimination of Level Crossings

The brief repeated the request that all level crossings eventually be eliminated, and again noted with satisfaction that the Government had made monies available to the Railway Grade Crossing Fund, and that the latter was being used to promote the safety of the travelling public. The brief repeated the suggestion that the Minister of Transport continue his efforts toward the development and use of suitable warning devices until all such crossings would be eliminated.

National Transportation Policy

The brief stated that the Committee, for a number of years, had advocated the creation of a Canadian Transportation Authority "to combine and expand the present functions, duties and responsibilities of the Board of Transport Commissioners, the Air Transport Board, and the Canadian Maritime Commission, in order to formulate a policy affecting transportation. Railways, airlines, interprovincial trucking and pipelines are involved and should be included in a unified pattern of transportation regulations . . ."

Government's Reply to Brotherhoods

When welcoming the delegation, the Prime Minister said he would be unable to remain for the complete presentation of the brief and that the Government's reply would be given by the Minister whose jurisdiction was involved. The Ministers spoke after the reading of the sections of the brief that concerned them.

Before he left, however, Mr. Diefenbaker told the railwaymen that he thought their previous request concerning the Railway Act had been submitted to the Standing Committee on Railways, Canals and Telegraph Lines for a recommendation. When Mr. Hutchinson said his belief was that this had not been done, the Minister of Transport, Hon. Léon Balcer, explained that the general election in June had intervened. The Brotherhood's request would be on the order paper, he said, and the Government would move to refer the matter to the Sessional Committee on Railways, Canals and Telegraph Lines "as soon as the House meets again in January."

"In the next session," the Prime Minister said, "I expect we will be able to secure some representation now that a railwayman is in the Senate." (He was referring to Hon. J. A. Robertson, a member of the Brotherhood of Railroad Trainmen, who was appointed to the Senate at the end of November.)

Here Mr. Hutchinson pointed out that the first railwayman in the Senate had also been "a Robertson." (Hon. G. D. Robertson, a railroad telegrapher appointed to the Senate in 1917, was Canada's sixth Minister of Labour, serving in that office from 1918 to 1921 and again from 1930 to 1932).

Commenting on the requested health and sanitation measures, Hon. J. W. Monteith, Minister of National Health and Welfare, reviewed an exchange of correspondence between himself and the National Legislative Committee, and a meeting in October at which he had given assurances that "we were going to have some regulation if it was within the power" of his Department. He reported also on his correspondence with the presidents of the CNR and CPR. He was now awaiting a report from them.

Replying to the statements in the brief concerning education and automation, Hon. Michael Starr, Minister of Labour, said facilities for training would be "available for many years to come." As to the proper courses or skills that were to be taught, the Department was obaining co-ordinating officers who would liaise closely with the provincial Departments of Education to see that the new facilities are put to good use.

Concerning automation, Mr. Starr stated that a committee in his Department had studied the matter for many years, and that he had introduced the manpower adjustment act. He made the same announcement of the intention to call a national conference on Bill C-83 that he had made to the CLC delegation (see above). He said the Government looked forward to the co-operation of all concerned—labour and management—to help assure the success of the measure.

The Canadian Chamber of Commerce Submits Recommendations to Cabinet

Enlarges earlier requests that unions be made civilly responsible before the courts and that judges continue to be eligible for chairmanships of boards of conciliation; seeks unemployment insurance regulations to reduce drain on Fund

In presenting its annual policy declarations to the Prime Minister and the federal Cabinet at Ottawa on November 28, The Canadian Chamber of Commerce enlarged its requests that unions be made civilly responsible before the courts, and that judges continue to be eligible to act as chairmen of conciliation boards. The Chamber further submitted expanded policies on education and rehabilitation.

In the presentation to the Cabinet, made by a delegation headed by Chamber President Victor Oland of Halifax, the organization urged increased efforts on behalf of the Government to reduce expenditures and balance the budget, and recommended the immediate establishment of a commission to inquire into trade problems.

The Chamber's policy declarations, emanating from its 33rd annual meeting held in Vancouver in September (L.G., Oct. 1962, p. 1114), covered subjects ranging from Canada's economic system to the 1968 Winter Olympics, some 53 policy statements in all, with accompanying recommendations.

Labour Legislation

Enlarging its previous policy declarations requesting the clarification or enactment of legislation to make unions civilly responsible before the courts, the Chamber added a recommendation that such legislation pro-

vide that a trade union, when found to have defaulted in obeying the judgment of any court, be subject to decertification.

The Chamber also expanded its recommendation that judges continue to be eligible for appointment as chairmen of conciliation boards, by emphasizing that these provisions should apply "especially in disputes affecting the public interest."

In requesting a stiffening of unemployment insurance regulations to prevent abuses in the collection of benefits, the Chamber added to its previous policy declaration on the subject by stating that "other sources of drain on the Unemployment Insurance Fund deriving from payments to some married women, some pensioners and 'suitability of employment' determination should be eliminated and the duration of benefits reduced."

In forming its new, additional recommendations, the Chamber first repeated its initial recommendation of the previous year: "That provision for seasonal unemployment be separated from the Unemployment Insurance Fund." It then recommended that:

—Regulations be enacted that would require married women to prove attachment to the labour market before being considered for benefit payments.

—Regulations be enacted to eliminate payments to persons on pension who are not actually seeking work.

—Some time limit be fixed after which a claimant not placed in his primary work would be required to be placed in another occupation.

—The duration of benefit be reduced to 30 weeks or at most to the maximum duration of 36 weeks that was effective in 1955.

—All offenders under the Act be prosecuted.

Education and Training

To its previous extensive policy declarations on education and training, the Chamber added another point stressing that the educational system should afford equal opportunity to all, according to an individual's capabilities and his ability to achieve.

Steps should be taken, it pointed out, to enhance the prestige of non-matriculation courses among students, parents and teachers, to encourage students "who will not enter university to pursue high school courses that combine challenging academic content in keeping with the students' abilities and vocational content to orient students toward employment."

Among its recommendations on education, the Chamber made the following new one: "That member Boards and Chambers continue to strive for a uniform national standard curriculum in all Canadian public schools with regard to the academic program."

Describing its policies on rehabilitation of the disabled, the Chamber commended the Government for its legislative action in this area, and stated its intention to continue its efforts in encouraging its members to provide suitable employment opportunities for disabled persons in accordance with their abilities.

On the employment of the physically handicapped, the Chamber reiterated: "If a handicapped person still has the required capabilities, he is not handicapped in that particular job."

In presenting its policies on the importance of reducing government expenditures and exerting greater efforts to secure a balanced budget, the Chamber urged that "the many excellent recommendations contained in the first report of the Glassco Royal Commission [on Government Organization] should be implemented as rapidly as possible."

International Trade

Stressing the importance of trade, and amplifying its earlier policies on international trade relations, the Chamber recommended that the federal Government immediately appoint a commission of inquiry to investigate trade problems and trade agreements, and stipulated that such a commission should make its recommendations within a year. In addition, it recommended a re-examination of all trade legislation.

Although conceding that improvements in taxation had been made, the Chamber urged an immediate overhaul of the federal tax structure without waiting for the results of the Royal Commission on Taxation. It also urged a careful co-ordination of monetary and fiscal policies.

Ways must be found to obtain recognition of their mutual responsibilities and interests by the various elements of the community: management, labour, agriculture and consumers. Such a co-ordinated approach would do much to restore and maintain a satisfactory rate of economic growth in the economy and Canadian industry could then compete more successfully in domestic and foreign markets.

Recognizing the increasing importance of manufacturing or secondary industry in Canada, the group also asked the Government to establish a sub-department under a deputy minister to represent this field.

The Canadian Chamber of Commerce delegation represented the majority views of some 850 member Boards of Trade and Chambers of Commerce, having a membership of some 125,000 businessmen across Canada.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	December	6,574	− 0.6	+ 1.2
Employed (000)	December	6,160	− 1.8	+ 1.3
Agriculture (000)	December	582	− 2.5	− 2.8
Non-agriculture (000)	December	5,578	− 1.7	+ 1.7
Paid workers (000)	December	5,100	− 1.5	+ 2.5
At work 35 hours or more (000)	December	5,353	+ 5.8	+ 3.5
At work less than 35 hours (000)	December	674	− 36.9	− 12.4
Employed but not at work (000)	December	133	− 7.6	− 4.3
Unemployed (000)	December	414	+ 21.1	+ 0.2
Atlantic (000)	December	70	+ 29.6	+ 9.4
Quebec (000)	December	154	+ 24.2	+ 19.4
Ontario (000)	December	93	+ 13.4	− 17.7
Prairie (000)	December	51	+ 18.6	− 16.4
Pacific (000)	December	46	+ 17.9	0.0
Without work and seeking work (000)	December	387	+ 19.4	− 0.8
On temporary layoff up to 30 days (000)	December	27	+ 50.0	+ 17.4
Industrial employment (1949=100)	October	125.4	− 0.9	+ 2.0
Manufacturing employment (1949=100)	October	115.8	− 1.5	+ 3.3
Immigration	1st 9 mos.	56,568	—	+ 0.7
Destined to the labour force	1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	December	29	− 40.8	− 31.0
No. of workers involved	December	3,641	− 61.9	− 83.5
Duration in man days	December	56,660	− 26.2	− 59.4
Earnings and income				
Average weekly wages and salaries (ind. comp.)	October	$81.59	+ 0.2	+ 3.3
Average hourly earnings (mfg.)	October	$1.89	+ 0.5	+ 2.7
Average hours worked per week (mfg.)	October	41.3	− 0.3	+ 0.2
Average weekly wages (mfg.)	October	$77.95	+ 0.4	+ 3.0
Consumer price index (1949=100)	December	131.9	0.0	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	October	141.6	+ 0.1	+ 1.3
Total labour income $000,000	October	1,735	− 0.8	+ 5.5
Industrial Production				
Total (average 1949=100)	November	194.3	− 0.4	+ 5.4
Manufacturing	November	173.6	− 0.8	+ 6.0
Durables	November	174.6	− 1.0	+ 11.1
Non-durables	November	172.7	− 0.8	+ 2.1

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Fourth Quarter, 1962

Apart from seasonal movements, employment in 1962 remained fairly stable since midsummer, after showing a substantial improvement during the first half of the year. For the year as a whole, total employment averaged 168,000 higher than in 1961. Non-farm employment showed an annual gain of 189,000; farm employment declined by 21,000.

Unemployment has shown an irregular trend during the past year. In December 1962, the seasonally-adjusted unemployment rate was 6.0 per cent. This compares with a high for the year of 6.4 per cent in June, a month in which a record number of students entered the labour market in search of summer jobs. The month before the influx of students, the unemployment rate had fallen to 5.6 per cent, well below the low point reached in the 1958-59 business upturn. Total unemployment, on average, was 78,000 lower than in 1961, virtually all of the decrease being among unemployed men.

Although the last half of 1962 was featured by stability in the labour market, there was a further expansion in output. In the third quarter, output in real terms increased by 1 per cent. With sizeable gains earlier in the year, the Gross National Product in the first three quarters of 1962 was running about 8 per cent higher than in the comparable period of 1961. In both the second and third quarters, the per capita production in real terms exceeded the previous high, in the fourth quarter of 1956.

Some economic indicators augur a continuation of the upward trend in business activity for the fourth quarter. Retail sales increased more than seasonally, with gains being posted in most major lines of retail trade. Motor vehicle sales, which had shown remarkable strength during the first nine months of 1962, rose more than seasonally between September and October. An upward trend in labour income continued into the fourth quarter.

Also making a strong positive contribution to the level of economic activity in the current expansion was the upward trend in exports. In the first ten months, exports averaged about 9 per cent higher than in the same period in 1961.

Housing starts declined slightly between the third and fourth quarter but were still running somewhat above the level of the year before.

Employment

The seasonally-adjusted composite index of employment has been relatively stable since mid-year. This feature was not characteristic of all major industrial divisions, however. An upward trend was still evident in service, finance and manufacturing, although the gains were generally small. Employment decreased in forestry, mining and construction.

The improvement in manufacturing was largely the result of buoyancy in the durable goods division. Employment in non-durables, seasonally adjusted, showed little change over the period.

The main strengthening in the durable goods component was in the motor vehicle and motor vehicle parts industry. Somewhat smaller employment gains occurred in shipbuilding, electrical apparatus and wood products. Employment in the aircraft and parts industry was maintained at a high level until the end of August but has declined since, owing to layoffs at the Canadair plant in Montreal. In the non-ferrous metals industry, activity was curtailed during September and October because of a major industrial dispute in Quebec. Employment in the iron and steel industry showed successive month-to-month increases from January to September but declined in October as a result of production cutbacks in primary iron and steel. Data on steel ingot production for November and December indicate that the industry closed the year on a strong note. In the final two months of 1962, steel ingot production averaged 17 per cent higher than in the corresponding period in 1961.

As indicated earlier, the highlight in manufacturing during the past year was the strong performance of the automotive industry. A very active first half of 1962 was followed during the third quarter by cutbacks in production and employment for retooling and model changeover. After this transition period, production and employment rose sharply. Between September and October production of motor vehicles rose by more than 60 per cent. The January-October production figures for both passenger cars and commercial vehicles were 32 per cent higher than those in the comparable period in 1961. Employment in October was 11 per cent higher than in October 1961.

In general, employment in the service-producing industries continued to expand. Service did not advance in 1962 at the rapid rate characteristic of the division in

1961. From January to October, the index rose by 6 per cent whereas over the same period in the previous year the gain was 11 per cent.

In trade, employment was fairly buoyant in the first half of the year but levelled off after June, mainly due to slackening in the retail component. Finance, insurance and real estate registered an employment gain of 4 per cent between January and October; the better part of the increase took place since mid-year. Apart from a large strike in the trucking industry in the second quarter, employment in transportation, storage and communication showed no significant change since the beginning of the year.

The downturn in forestry employment that became apparent in the fourth quarter reflected mainly a decline in pulpwood operations in the Atlantic region. Mining employment has fallen steadily since June, the most noticeable weakening being in fuels. Construction employment has been edging down steadily since May, although in recent months the decline has been relatively small. In the fourth quarter, employment in construction was somewhat higher than the year before whereas in forestry and mining it was lower.

Labour Income

Labour income showed a strong advance during the first half of 1962 as a result of continuing gains in employment, rising wage rates and longer average hours. In seasonally-adjusted terms, the increase between January and June amounted to 2.5 per cent. During recent months, advances in wages and salaries have been considerably more modest, mainly reflecting a levelling off in employment and a slight reduction in the average length of the work week in manufacturing industries.

In October, labour income was estimated at $1,735 million, a rise of 5.5 per cent from that in October 1961. Regionally, the largest percentage increases over the year occurred in Ontario, where the gain was 6.6 per cent. The Atlantic region showed the smallest relative gain, 2.7 per cent.

Workers in manufacturing industries earned on the average $1.89 per hour in October. This was 3 cents an hour more than at the beginning of the year and 5 cents more than in October 1961. Average weekly earnings, at $77.95, were $2.26 higher than in October the year before.

In the automotive and shipbuilding industries, average weekly earnings were sharply higher than the year before, largely reflecting increased overtime at premium rates. Wage rates in these industries were also substantially higher, the gains being above the average for all manufacturing. All major industries registered gains over the year in both hourly earnings and weekly wages. The average number of hours worked per week increased over the year by about a quarter of an hour in the durable goods sector but was unchanged in non-durables.

Unemployment

Unemployment has shown a rather erratic trend during the past year. The seasonally-adjusted rate declined from 5.9 per cent in January to 5.6 per cent in May but rose sharply during the summer, reaching a rate of 6.4 per cent in July as a record number of students entered the labour market during the school vacation period. With the reopening of schools, the rate fell again to the previous low; more recently, however, it has tended to rise. In December, the seasonally-adjusted unemployment rate was 6.0 per cent, virtually the same as at the beginning of the year.

In December, the unemployment total stood at 414,000, virtually the same as in December the year before. This was about 114,000 lower than in the same month in 1960. The decline in unemployment in the past two years has been almost entirely among men. The most noticeable decrease was among men 25 to 34 years of age, the group that experienced the sharpest increase in unemployment during the recession.

Of the 414,000 unemployed in December, 319,000, or more than three quarters, had been unemployed for less than three months, a substantially larger proportion than in the previous year. An estimated 51,000 had been seeking work from four to six months and 44,000 for longer than six months.

Included among the 414,000 unemployed persons were 72,000 teenagers, the same proportion as the year before. As usual, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In December, the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per cent in the 14-19 age group to 5 per cent for those over 25 years old.

Total unemployment in December was 6.3 per cent of the labour force, compared with 6.4 per cent a year before.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminister WINDSOR ← WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull TORONTO ←		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL ← FARNHAM-GRANBY ← JOLIETTE ← Lac St. Jean Moncton NEW GLASGOW ← NIAGARA PENINSULA ← Shawinigan SHERBROOKE ← SYDNEY ← TROIS RIVIERES ←	Brantford Fort William-Port Arthur Kingston KITCHENER ← LONDON ← Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	CHARLOTTETOWN ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD-MEGANTIC-ST. GEORGES ← YORKTON ←	Barrie BRANDON ← Chatham Lethbridge MOOSE JAW ← NORTH BATTLEFORD ← RED DEER ← REGINA ← Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst BRACEBRIDGE ← BRIDGEWATER ← Campbellton CHILLIWACK ← CRANBROOK ← DAUPHIN ← EDMUNDSTON ← FREDERICTON ← Gaspe GRAND FALLS ← MONTMAGNY ← Newcastle OKANAGAN VALLEY ← Prince George-Quesnel PRINCE RUPERT ← QUEBEC NORTH SHORE ← Rimouski STE AGATHE-ST. JEROME ← ST. STEPHEN ← SAULT STE MARIE ← SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIAVILLE ← Woodstock, N.B. YARMOUTH ←	Beauharnois Belleville-Trenton BRAMPTON ← Central Vancouver Island Dawson Creek DRUMHELLER ← Drummondville GALT ← GODERICH ← Kamloops Kentville Lachute-Ste Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie ST. HYACINTHE ← St. Jean St. Thomas Simcoe SWIFT CURRENT ← Trail-Nelson WALKERTON ← WEYBURN ←	Kitimat Listowel Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June 1962 issue.

Regional Manpower Situation

ATLANTIC

An outstanding feature of the labour market in the Atlantic region during the second half of 1962 was the sharp drop in farm employment. Non-farm employment, however, showed further strengthening during this period, mainly reflecting an improvement in manufacturing and the service-producing industries.

Unusually bad weather and smaller crops combined to reduce requirements in agriculture. In the fourth quarter, farm employment averaged 22,000 lower than the year before. Non-farm employment was 26,000 higher than in the closing quarter of 1961.

Manufacturing employment showed continuing strength during the fourth quarter, and remained substantially above that during the corresponding period in 1961. In October, the employment index (1949=100) for this industry stood at 115.9, up 4.4 per cent from a year earlier. Especially noteworthy was the continued improvement in the iron and steel industry, which was operating at a considerably higher level than a year ago. Employment in the food processing and wood products industries declined seasonally during the fourth quarter but continued to be somewhat higher than the year before.

The paper products industry retained its buoyancy through most of the fourth quarter, with employment considerably higher than a year earlier. By the end of the year, however, the effects of the New York newspaper strike were being felt by several firms. The transportation equipment industry remained busy but in December, both the railroad and rolling stock and the shipbuilding and repairing industries experienced layoffs owing to a lack of orders.

Employment in the service-producing industries continued to climb upward, the most marked improvement being in trade. In the fourth quarter, employment in this industry group was 8 per cent higher than in the previous year.

Construction employment declined seasonally between the third and fourth quarter, remaining virtually unchanged from the year before. Residential construction, although continuing at a relatively high level, appeared to have lost some of its momentum. Housing starts for the first 11 months of 1962 were slightly higher than for the similar period last year; the value of building permits issued was slightly lower.

The mining industry showed some improvement during the latter part of the year, mainly reflecting strengthening in metal mining. Coal mining, which experienced a sharp employment decline after the closure of No. 16 colliery in August, has been fairly stable since. A comparison with the previous year shows a substantial decline in coal mining and a moderate advance in metal mining employment.

Forestry employment was substantially lower than the year before, largely because of increased mechanization, changing working patterns, and decreased demand for forestry products. The third-to-fourth-quarter increase in forestry employment was less than seasonal.

The increase in unemployment from the third to the fourth quarter was about equal to the change in previous years. Unemployment in the fourth quarter averaged 55,000, which represented 9.1 per cent of the labour force, compared with 8.8 per cent a year earlier.

In December, the classification of the 21 labour market areas in the region (1961 figures in brackets) was as follows: in substantial surplus, 18 (17); in moderate surplus, 3 (4).

QUEBEC

The employment decline in the Quebec region in the fourth quarter of 1962 was in line with seasonal expectations. As usual, the largest decreases during the quarter were in agriculture and construction. Water transportation declined seasonally, as did certain parts of manufacturing.

In the fourth quarter, total employment averaged 1,714,000, up 23,000, or 1.4 per cent, from the corresponding quarter of 1961. Aside from agriculture, which declined by 17,000, all main industrial divisions shared in the year-to-year employment advance.

The underlying employment trend in manufacturing remained firm during the quarter. As in the previous quarter, most durable goods industries operated at substantially higher levels than the year before. Long-run government financing of exports, subsidies, and devaluation of the Canadian dollar combined to stimulate production and employment in a number of manufacturing industries.

The iron and steel and shipbuilding industries were particularly active during the fourth quarter, operating at substantially higher levels than the year before. In

October, the respective employment indices (1949=100) for these two industries were 8.9 per cent and 19.6 per cent higher than the year before. Employment in the electrical goods industries also held firm during the quarter; both employment and production were substantially higher than in the previous year. Seasonal layoffs took place in the wood products, textiles, clothing, and food processing industries. All of these registered year-to-year employment gains, however.

Employment in the aircraft and parts industries continued to decline during recent months, as a result of further layoffs at the Canadair plant in Montreal. In October, the employment index for this industry stood at 218.2, a decrease of 20 per cent from a year earlier. Production in the chemical products industry declined over the quarter as a result of a lengthy strike in Shawinigan. The pulp and paper products industry, which had been operating at a high level for most of 1962, experienced some short time in December because of the New York newspaper strike.

Construction employment declined seasonally between the third and fourth quarter. Residential construction continued to be a major element of strength. Housing starts for the first 11 months of 1962 were 17 per cent higher than for the similar period of 1961; the value of non-residential construction contracts awarded was slightly lower.

With the water navigation season drawing to a close, employment in the transportation industry declined, as usual. Employment in service and public utilities was reported to have remained fairly stable throughout the closing quarter of 1962. Trade and finance showed a moderate advance in employment during the period. All of the service-producing industries shared in the employment expansion over the year.

In the primary industries, employment developments were mixed. Mining employment, after allowing for slight seasonal variations, held firm during the fourth quarter, and remained moderately higher than it was the year before. The number employed in forestry operations increased about seasonally over the quarter. Although forestry employment was somewhat lower than the year before, labour turnover was reported to have been lower, and earnings and production higher.

Unemployment increased, on average, by 28,000 between the third and fourth quarter, a somewhat greater than seasonal increase. The average was also somewhat higher than that of the year before. In the fourth quarter of 1962, unemployment averaged 129,000, which represents 7.0 per cent of the labour force. In the fourth quarter of 1961, it averaged 118,000, a rate of 6.5 per cent.

In December 1962, the classification of the 24 labour market areas in the region was the same as in December 1961: in substantial surplus, 17; in moderate surplus, 7.

ONTARIO

Employment in Ontario decreased seasonally from the third to the fourth quarter. The largest declines were in agriculture and construction. Seasonal layoffs occurred also in food processing but there were partly offsetting gains in other parts of manufacturing.

Total employment in the region remained well above the level of the year before. The performance since the trough in the first quarter of 1961 compares favourably with that of the comparable period of the 1958-59 expansion. In some industries, notably manufacturing, the performance has been considerably better. In the fourth quarter of 1962, non-farm employment, seasonally adjusted, was 266,000 higher (4.3 per cent) than in the first quarter of 1961.

One of the more important features of the Ontario labour market during the fourth quarter was the continued strength in manufacturing, particularly in durable goods. Especially noteworthy was the high level of activity in the automotive, agricultural implement, machinery, and sheetmetal products industries. More than half a million cars and trucks were produced in 1962, a new record. The latest employment figures on the automotive and automotive parts industries indicate a year-to-year gain of 11 per cent. The recent provision which allows for the refunding of import duties on automatic transmissions on the basis of increases in exports has resulted in an increase in exports of components.

Steel consumption in Canada has risen substantially during the past year, while imports have fallen owing to competitive pricing and product diversification on the part of domestic producers. Employment increased during the fourth quarter in plants turning out industrial machinery, sheetmetal products and agricultural implements; in the latter industry, employment was at a higher level than at any time in the last three years. Production of structural steel, pig iron and iron castings decreased between the third and fourth quarter. For the iron and steel industry as a whole, employment was substantially higher than the year before and well above the previous trough.

The aircraft and railway rolling stock industries showed a firmer trend during the fourth quarter but shipbuilding declined. Electrical apparatus and furniture showed further improvement during the quarter. Activity in nickel smelting and refining was reported to have decreased.

In non-durables, the rubber and textile industries continued operating at high levels. Demand for synthetic fabrics, carpets and rugs was reported to be increasing. Seasonally-adjusted levels of employment were unchanged from the previous quarter for the clothing, leather, paper and chemical industries. Small declines took place in food and tobacco processing.

Construction employment showed a larger than seasonal decrease during the fourth quarter, mainly reflecting a drop in housebuilding activity. Non-residential construction showed continuing strength, the institutional and commercial sectors being particularly busy.

Forestry employment in the fourth quarter followed the seasonal pattern, and remained above the corresponding 1961 level. In mining, the decline was larger than usual owing to layoffs in the nickel industry. Shortages of experienced underground miners have eased in many parts of the province in recent months as many of the workers released from the Sudbury nickel mines were absorbed elsewhere.

Apart from the closing of water navigation, little change occurred in transportation and public utilities. Retail sales have increased in recent months but employment in trade showed little or no change. Service employment continued to advance during the fourth quarter, although at a much more moderate rate than earlier in the year. In all of the service-producing industries, employment was substantially higher than in the closing quarter of 1961.

Unemployment dropped in Ontario between the third and fourth quarter of 1962, whereas it normally increases. Averaging 81,000 or 3.1 per cent of the labour force, the total was substantially lower than the 101,000, or 4.2 per cent of the labour force, in the final quarter of 1961.

In December, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 4 (3); in moderate surplus, 25 (26); in substantial surplus, 5 (5).

PRAIRIE

Both farm and non-farm employment in the Prairie region, from the beginning of the year, showed little change during 1962, apart from seasonal movements. And, during the fourth quarter, with a near-record grain crop and rising personal incomes, the outlook remained fairly bright.

Total employment in the fourth quarter averaged 1,100,000, a gain of 14,000 over the year.

Construction activity was maintained at a high level during the fourth quarter, after registering strong gains during the third quarter. Residential construction, allowing for seasonal changes, was off from the peak of earlier months but remained much ahead of a year earlier. Losses in the industrial and engineering sectors were more than offset by gains in institutional and commercial building.

Employment in metal mining and fuels declined for the second consecutive quarter, reaching a somewhat lower level than in the fourth quarter of 1961. There was some improvement, however, in potash mining and in quarrying.

Grain shipments to storage elevators across the Prairie and at the Lakehead provided additional employment opportunities during the fourth quarter, as did a number of Winter Works projects designed to improve public utilities.

As crop prospects improved in the summer of 1962, retail sales climbed rapidly, and in October showed a year-to-year gain of 10 per cent. Employment in retail and wholesale trade showed little change, however. Service employment also remained fairly stable, although it was somewhat higher than the year before.

Manufacturing employment fell somewhat more than seasonally in the fourth quarter owing to layoffs in meatpacking, foundries, structural steel and boiler shops.

Employment in manufacturing has shown a relatively modest rise since the present expansion got under way. Since the business cycle trough in the first quarter of 1961, manufacturing employment has risen by some 3 per cent, after seasonal adjustment. For the country as a whole, the gain in manufacturing employment was 6 per cent.

A year-to-year comparison shows sizeable gains in some manufacturing industries and losses in others. Non-ferrous metals, wood and paper products and clothing and printing were among those showing improvement over the year. The aircraft, railway rolling stock and chemical industries showed decreases.

Unemployment increased seasonally between the third and fourth quarter. The

fourth quarter average, 41,000, was 3.6 per cent of the labour force. During the comparable period in 1961, the figure was 49,000, representing 4.3 per cent of the labour force.

At the end of December 1962, the classification of the 19 labour market areas in the region (1961 figures in brackets) was as follows: in substantial surplus, 5 (8); in moderate surplus, 14 (11).

PACIFIC

In the Pacific region, employment and unemployment developments during the fourth quarter were mainly seasonal. Employment declines were about normal for the season in agriculture, manufacturing and construction. Mining, which registered a strong advance earlier in the year, continued to improve. Total employment in the fourth quarter averaged 559,000, or 2.9 per cent (16,000) higher than in the fourth quarter of 1961.

From the cyclical low point in the first quarter of 1961, employment in the Pacific region has expanded relatively more than in any other region. In seasonally-adjusted terms, employment showed an increase of 6 per cent over the past seven quarters. The largest gains were in mining, manufacturing and the service-producing industries. Mining registered a particularly strong advance, rising by 15 per cent, after discounting seasonal factors. During the same period, manufacturing employment rose by 6.3 per cent.

Manufacturing employment declined during the fourth quarter, mainly reflecting seasonal layoffs in food processing, iron and steel and chemical products. However, total manufacturing employment was still considerably higher than the year before. In October, the employment index for this division (1949=100) stood at 123.7, up 5.1 per cent from the previous year.

The shipbuilding and iron and steel industries showed the most marked year-to-year improvement, with respective increases of 20 per cent and 11 per cent being recorded. Lesser gains took place in the pulp and paper and sawmill industries. Employment was somewhat lower than the year before in non-ferrous metals and chemicals.

Mining employment continued to expand during the fourth quarter, rising well above the level of the previous year's fourth quarter. The upward trend in activity in this industry gained considerable support from shipments of copper and iron ore concentrates to Japan. Another development of some importance was the completion of the new oil pipeline connecting the Peace River area with the lower B.C. mainland and U.S. markets.

Construction employment declined seasonally between the third and fourth quarter but was still somewhat higher than a year earlier. Housebuilding continued to be more active than in the previous year but non-residential construction remained at a somewhat lower level.

Forestry employment, which reached an unusually high level during the third quarter, showed little change during the final quarter of 1962. For the year as a whole, forestry employment averaged 8 per cent higher than in the previous year, and timber output increased by an estimated 13 per cent.

The service-producing industries showed little change between the third and fourth quarter after registering strong advances earlier in the year.

Unemployment increased seasonally from the third to the fourth quarter but remained at virtually the same level as the year before. Averaging 40,000, or 6.7 per cent of the labour force, it was virtually the same as in the fourth quarter of 1961.

In December 1962, the 12 labour market areas in the region were classified as follows (1961 figures in brackets): in balance, 1 (1); in moderate surplus, 5 (6); in substantial surplus, 6 (5).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	December 1962	December 1961	December 1962	December 1961	December 1962	December 1961	December 1962	December 1961
Metropolitan	6	6	6	6	.....	.....	.....	.....
Major Industrial	12	14	13	11	1	1	.....	.....
Major Agricultural	5	6	9	8	.....	.....	.....	.....
Minor	28	26	26	29	4	3	.....	.....
Total	51	52	54	54	5	4	.....	.....

7th Convention, Quebec Federation of Labour

Reiterates support of New Democratic Party, pledges help in forming provincial branch. Roger Provost re-elected President by acclamation for seventh term

The seventh annual convention of the Quebec Federation of Labour, which took place in Quebec City from November 22 to November 24, reiterated its support of the New Democratic Party and decided to increase its efforts toward the formation of a provincial branch of the party.

Some 450 delegates attending the three-day convention also claimed the right of association for public servants, denounced Social Credit, called for the abolition of injunctions in labour-management disputes and protested against nuclear weapons.

Roger Provost was re-elected President by acclamation. There are only two newcomers to the new Executive Board.

The guest speakers at the convention included the President of the Canadian Labour Congress, the leader of the New Democratic Party, the Assistant Deputy Minister of Labour for Quebec, the Director of Laval University's Department of Industrial Relations, and the Acting Mayor of Quebec City.

An Executive Board recommendation that conventions be held only every second year as in the case of the CLC did not gain the required two thirds of the votes.

President's Address

The QFL President called for a revision of the electoral districts of Quebec province, declared that the nationalization of electricity was not a cure-all, and denounced Social Credit's opposition to labour unions.

In his opening address, Roger Provost said that the province's electoral districts were "out-of-date and violated the most fundamental democratic principles." He pointed out that it takes ten voters in an industrial county as against one in the rural counties to elect one member of the Legislature. The revision should be made by an independent Board whose members were not connected with the Legislature, he said.

The President warned the delegates against the tendency to consider the proposed nationalization of electricity as a cure-all. "It will not, in itself, bring full employment and, especially, it will not give the citizens of the province control over the economy."

In addition, Mr. Provost suggested that the expropriation of private power companies be carried out through a State-controlled board rather than through the courts.

He warned the delegates against Social Credit, just as Jean Marchand had done at the annual convention of the Confederation of National Trade Unions, particularly because of that party's anti-union policies.

Claude Jodoin

Claude Jodoin, President of the Canadian Labour Congress, spoke in defence of the right to strike and stressed that strikes are not out-dated and that it was essential that this democratic right be maintained. He asserted that the implications of strikes are often exaggerated, pointing out that much more time is lost in Canada through sickness than through work stoppages.

He expressed the hope, however, that labour and management would attain better understanding.

He felt that the establishment of a social and economic advisory council would enable the labour movement to contribute, jointly with management, to the future of Canada.

Joe Morris

Joe Morris, Executive Vice-President of the Canadian Labour Congress, called on the Government for "a planned long-term expansion of our social capital and the development of our human resources."

Stating that the labour movement in Canada does not want any makeshift or make-work programs such as were prevalent in the thirties, he stressed that far-reaching measures were needed, i.e., "expanded and methodical planning of the public sector".

Mr. Morris said that "we want the Government to launch a planned program of expenditures in the public sector of the economy on projects that will be self-supporting and that will create conditions necessary for rapid economic growth and increased job opportunities for an ever-expanding labour force."

Mr. Morris, who comes from British Columbia, warned Quebec workers against Social Credit, saying that "since 1952, when Social Credit came to power in British Columbia, they have adopted three labour laws: Bills 32, 43 and 42, each worse than the last and each aimed at cutting down the rights of unions."

T. C. Douglas

T. C. Douglas, leader of the New Democratic Party, called upon the delegates of the Quebec Federation of Labour to fight

for the right of collective bargaining for public servants. Some public servants, such as the Post Office employees, he said, were toiling under very bad working conditions.

The Member for Burnaby-Coquitlam said that unemployment is presently the most serious problem facing the Government. The 200,000 new jobs the federal Government is planning to find each year will hardly be sufficient to cover the newcomers in the labour market, he said.

Resolutions

Political Action

At the end of a three-hour discussion in which there was very little opposition, the QFL once more gave its full support to the New Democratic Party, promised to intensify its efforts in political action and decided to participate actively in the founding of a "popular" party at the provincial level.

The convention adopted, with only five dissenting votes, a resolution recommending that "the incoming Executive Board of the Quebec Federation of Labour concentrate its activities, as much as possible, toward helping and participating in the founding of a new popular political party in the province of Quebec." (The founding convention of the provincial wing of the NDP is to take place in March 1963.)

Public Servants

The Quebec Federation of Labour again claimed, for federal as well as provincial public servants, the right of association, including that of joining a trade union of their choice, and the right to bargain collectively and to strike. The Declaration of Principles adopted, however, distinguishes between the right to strike and strike action.

"To suppose that public servants will resort to strike action without absolute necessity or indiscriminately and irrespective of public welfare is to do them wrong," the Declaration said.

Nuclear Weapons

The convention adopted many resolutions calling for the abolition of nuclear weapons and of nuclear tests in the atmosphere, and congratulating the "Voice of Women" organization for its attitude and the steps it has taken in that matter. Many of the delegates, however, were opposed to taking unilateral steps.

Electoral Map

The Quebec Federation of Labour once more declared itself in favour of revising the electoral map of the province. The delegates adopted a resolution calling for the establishment of an independent board composed of "representatives of various social classes and sectors of the population and of experts in human sciences" to draft a bill for the redistribution of electoral ridings.

Annual Conventions

The Executive Board's recommendation that from 1963 biennial conventions be held was rejected. As the recommendation required an amendment to the constitution, it did not obtain the support of two thirds of the votes.

Injunctions

The Quebec Superior Court judges who grant injunctions without valid reasons were strongly criticized during the convention when the delegates adopted a resolution calling for the elimination of injunctions in labour-management disputes.

A resolution, unanimously adopted, requested that:

—All injunctions in strike cases be eliminated.

—No interim injunctions in connection with the right to work be issued without notice and without previous notification to all parties concerned;

—No injunction be issued limiting the right of peaceful picketing and the number of peaceful picketers.

The Quebec Federation of Labour stressed that the injunction duplicates the provisions of the penal code, that it is provocative, that it throws discredit on justice and that, finally, it is generally harmful to the settlement of labour-management problems.

Other Resolutions

Among the resolutions adopted were some calling for:

—Adoption, within a program of economic planning, of a minimum wage rate of $1.25 for all wage-earners in the province;

—Adoption by the federal Government of a full employment policy;

—Inauguration of trade-union courses for primary and high school pupils;

—Putting into effect by the provincial Government of a full health insurance plan;

—Adoption of an automobile insurance plan identical to the one in force in Saskatchewan;

—Maintenance of rent control;

—Abolition of tolls on public highways;

—Abolition of premium stamps and other such practices;

—Inspection of all cattle to be slaughtered;

—Immediate abolition of the Quebec Legislative Council;

—Adoption of a law relative to conflicts between the personal interests of men in politics and of senior public officers and the public interest.

Election of Officers

Roger Provost was unanimously re-elected as President of the Quebec Federation of Labour, a post he has held since the 1956 merger.

Jean Gérin-Lajoie was re-elected as first Vice-President, but Louis Laberge, President of the Montreal Labour Council, replaced Edouard Larose, who retired, as second Vice-President. Mr. Larose was appointed Honorary Vice-President.

John Purdie and André Thibodeau were retained in their respective positions as Secretary and Treasurer.

The industrial group Vice-Presidents are: Fernand Daoust, manufacturing; Paul Emile Jutras, transportation; Roland Goedike, food, beverages and services; Jean Paul Ménard, wood, loggers and construction; Paul Pichette, textiles; and Willie Laporte, mines and metals.

The regional Vice-Presidents are: Aldo Caluori, René Mondou and Gérard Rancourt, City of Montreal; Théo. Gagné, Northern Quebec; Jean-Guy Denis, Gatineau and Laurentians; Robert Dean, South Shore-Eastern Townships; Oscar Longtin, Southern Quebec; Albert Bergeron, St. Maurice region; and J. B. Hurens, City of Quebec.

Industrial Fatalities in Canada during Third Quarter of 1962

Deaths from industrial accidents during quarter numbered 235, decrease of one from total in previous quarter and of 62 from number in same quarter of 1961

There were 235* industrial fatalities in Canada during the third quarter of 1962, according to the latest reports received by the Department of Labour.

During the previous quarter, 236 fatalities were recorded, including 29 in a supplementary list. In the third quarter of the previous year, 297 fatalities were recorded.

During the quarter under review, there were two accidents that each resulted in the deaths of three or more persons. On July 22, seven employees of a Canadian airline company were killed when an aircraft, out of Vancouver, crashed and burned while attempting to land at Honolulu International Airport. On September 6, four employees were drowned when a fish packer vessel sank in the Gulf of Georgia in British Columbia.

Grouping by Industries

The largest number of fatalities, 42, was in the manufacturing industry. Of these, 15 were in iron and steel products, 6 in paper products, 5 in food and beverages, 4 in wood products, 3 each in transportation equipment, non-metallic mineral products and chemical products, 2 in non-ferrous metal products and 1 in electrical apparatus. For the same period of the previous year, 62 fatalities were reported: 23 in iron and steel products, 7 each in transportation equipment and chemical products, 5 each in food and beverages and wood products, 4 in electrical apparatus, 3 each in paper products, non-ferrous metal products and miscellaneous manufacturing industries, and 2 in non-metallic mineral products. During

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* *See* Tables H-1 and H-2 at the back of book. The number of fatalities that occur during a quarter is always greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly. The figures shown include 43 fatalities for which no reports have been received.

1962's second quarter, 33 employees lost their lives in this industry. Eight died in each of iron and steel products and transportation equipment, 4 in food and beverages, 3 each in wood products, paper products and non-ferrous metal products, 2 in non-metallic mineral products, and 1 each in textile products and chemical products.

In the construction industry, of the 38 fatalities reported, 21 were in buildings and structures, 10 in highways and bridges and 7 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1961 numbered 85; of these, 34 were in buildings and structures, 23 in highways and bridges and 28 in miscellaneous construction. During 1962's second quarter, 51 fatalities were listed: 24 in buildings and structures, 14 in highways and bridges and 13 in miscellaneous construction.

The 36 fatalities recorded in the transportation, storage and communications industry were distributed as follows: 19 in local and highway transportation, 10 in air transportation, 4 in railway transportation and 3 in water transportation. During the same period of the previous year, 37 employees lost their lives in this industry: 12 in local and highway transportation, 11 in railway transportation, 8 in air transportation, 4 in water transportation and 1 each in storage and the unclassified category. Accidents during the second quarter of 1962 resulted in 31 deaths: 12 in local and highway transportation, 11 in railway transportation, 6 in water transportation and 1 each in telegraph and telephones and the unclassified category.

In the mining industry, of the 32 fatalities recorded, 20 were in metal mining and 6 each were in coal mining and non-metallic mineral mining. For the same period of the previous year, 30 fatalities were listed: 20 in metal mining, 3 in coal mining and 7 in non-metallic mineral mining. During the second quarter this year, 34 employees lost their lives in the mining industry; 24 died in metal mining and 5 each in coal mining and non-metallic mineral mining.

There were 25 fatalities in the service industry during the quarter: 21 in public administration, 3 in personal service and 1 in recreation service. Fatalities recorded for the same period in 1961 numbered 20, of which 17 were in public administration and 3 in personal service. During 1962's second quarter, 15 employees lost their lives in this industry: 12 in public administration, 2 in personal service and 1 in laundering.

Grouping by Causes

An analysis of the causes of the 235 fatalities during the third quarter of 1962 shows that 61 (26 per cent) were under the heading "collisions, derailments, wrecks, etc.". Of these, 28 involved automobiles and trucks, 12 involved tractors and loadmobiles, 10 involved aircraft, 9 involved water craft and 2 involved other transport agencies.

Fifty-four fatalities were under the heading "struck by" different objects. Of these, 42 were in the category "other objects," 6 were the result of being struck by "tools, machinery, cranes, etc." and 6 were caused by "moving vehicles."

Forty-two fatalities were caused by "falls and slips"; all but three were the result of falls to different levels.

Twenty-eight fatalities were caused by being "caught in, on or between." Of these, 8 involved tractors and loadmobiles, 5 involved machinery, 4 involved hoisting or conveying apparatus, 3 involved automobiles and trucks, 2 each involved buildings and structures, and belts, pulleys, chains, lines, etc., and 1 each involved mine and quarry cars, trains and other railway vehicles, miscellaneous vehicles and crafts and miscellaneous objects.

By Province and Month

By province of occurrence, the largest number of fatalities, 74, occurred in Ontario. It was followed by British Columbia with 59 and Alberta with 26.

During the quarter under review, there were 87 fatalities in July, 83 in August and 65 in September.

Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled

Week-long conference in Philippines has as its theme, "Self-Respect through Employment." Canada's National Co-ordinator of Civilian Rehabilitation was co-chairman of planning committee. Rehabilitation conference in Mexico City

"Self-Respect Through Employment" was the theme of the Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled, held in Manila, the Philippines, during November 1962. The conference was sponsored by the World Commission on Vocational Rehabilitation in co-operation with the Philippine Government and interested organizations.

The objectives of the conference were:

1. To stress the ultimate aim of vocational rehabilitation: the employment of disabled persons in economically useful and productive positions;

2. To examine methods of preparation for employment of disabled persons through on-the-job training, special education and special vocational training centers;

3. To study the feasibility of pre-vocational programs for disabled persons;

4. To examine the role, functions, qualifications and training of vocational counsellors in the vocational rehabilitation setting;

5. To study practical methods in the development of work habits;

6. To examine existing national programs which are designed to stimulate community efforts in employment of the disabled;

7. To study means of utilizing existing international services for the development of local and national vocational rehabilitation programs.

Nations participating in the conference included Australia, Burma, Ceylon, Republic of China, Korea, Federation of Malaya, New Zealand, Pakistan, Hong Kong, India, Indonesia, Japan, Philippines, Thailand, United States and Vietnam.

The keynote address was given by Dr. Aleksander Hulek, Rehabilitation Officer, Social Welfare Administration, United Nations. Donald V. Wilson, Secretary-General, International Society for Rehabilitation of the Disabled, spoke on "The Role, Functions, Qualifications and Special Training of the Vocational Counsellor in the Vocational Rehabilitation Setting". John A. Nesbitt, Director of the World Commission on Vocational Rehabilitation, was in attendance.

Participants in the program included P. J. Trevethan of Goodwill Industries in the United States; Paul Scher, Executive Director of the Governor's Committee on Employment of the Handicapped, Illinois; and Mrs. Ester Peterson, Assistant Secretary of Labor, U.S. Department of Labor; and rehabilitation experts from participating countries. Papers on "International Teamwork in Vocational Rehabilitation" were presented by representatives of international bodies.

Victor Baltazar, Supervisor, Office of Vocational Rehabilitation, Philippines, and a member of the World Commission on Vocational Rehabilitation, shared the chairmanship of the planning committee with Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada. Mr. Campbell, who is Chairman of the World Commission, was unable to attend the conference.

Inter-American Conference on Rehabilitation

The fifth Inter-American Conference on Rehabilitation sponsored by the International Society for Rehabilitation of the Disabled was held in Mexico City in conjunction with the fourth National Congress for the Rehabilitation of the Physically Disabled. The meeting continued for a full week.

H. H. Popham of Ottawa, President of the International Society, spoke on the program of the International Society and its aim to make it possible, through a world-wide network of voluntary organizations, for every disabled person to eliminate or reduce his impairment with the help of medical, social, educational and vocational services so that he might assume his rightful place in the community.

Dr. Conrad Zuckerman, Mexican Under-Secretary of Health and Welfare, noted that it is not enough to keep a man from dying. He must be enabled to take his rightful place in the world of work and assume his rights and responsibilities of citizenship. This is a new concept in Mexico, where it has been the custom for society to take care of disabled persons but now society endeavours to train the disabled individual to care for himself.

Preparation for Retirement

Purpose for living is most essential need of retired people; another important requisite is sufficient income. Both these requirements call for preparation, planning for retirement, says Chief of Department's Division on Older Workers

A purpose for living is perhaps the most essential need of retired people, H. L. Douse, Chief of the Division of Older Workers of the Department of Labour, said in an address last month to a church men's association in Ottawa.

Another important requisite was a sufficient income. "Without it no one can feel independent, and a feeling of independence is another essential ingredient," he said.

The speaker emphasized the importance of planning and preparing for retirement. In particular, people should plan to meet two changes that required a considerable amount of adjustment, he said. These were: the loss of the accustomed occupation, and, in most cases, a reduction in income.

Regarding the first, he said development in a person's later years of a purpose for living was a challenge that must be met by everyone individually according to his needs and desires. "Because we are all individuals, no set formula or pattern can be applied to retirement; we can only generalize."

For some, the answer might lie in continuing to work as long as they were physically and mentally capable of doing so. Since many persons derived their greatest satisfaction from their daily work, compulsory retirement for them might be a tragedy unless they could find another occupation that brings them the same satisfaction. There were some who could find the satisfaction they needed in the pursuit of a hobby, or even in another occupation. But there were people "who could never be happy or contented breaking completely with their regular occupations."

No less an authority than Dr. Wilder Penfield, the eminent neuro-surgeon, the speaker pointed out, had advocated the development of a second career; he had himself set an example by becoming a novelist.

Mr. Douse suggested that there was much church and social work to be done that for some older people offered an opportunity to help others and to find an interest for themselves.

But "the very act of deciding for yourself what is best for you is itself a challenge—a challenge to your imagination, your powers of self-analysis, and your judgment," Mr. Douse said.

Referring to the provision of income for retirement, the speaker said that if older workers can continue in steady employment "during the vital years from age 40-65 they are more likely to reach retirement with adequate economic resources." In the Branch of which his Division is a part, "We have, therefore, concentrated on efforts to remove age discrimination in employment against middle-aged and older workers," by urging employers to retain employees according to "capability and qualifications without regard to age, and to remove unnecessary upper age limits in their hiring policies."

Mr. Douse suggested that for those who knew that they would have a smaller income after retirement it was a good plan to submit to voluntary retrenchment of expenditure for a few years before retirement. This had the double advantage of helping people to get used to spending less before they were actually obliged to do so, and also of allowing them to add to their savings.

Government's Hiring Policy

Mr. Douse said that besides appealing to private employers, the federal Government had set an example in its own hiring policy. The Civil Service Commission had announced in November that more men and women of 40 years of age or over are joining the Civil Service every year. In 1961, 28.4 per cent of all appointments to the Service were in this age group, compared with 20 per cent in 1958 and 26.8 per cent in 1960.

In the clerical and related classes, persons over 40 represented 23.5 per cent of all new appointments; in administration and inspection, 42.1; in technical and professional, 11.2; and in the manual, maintenance and service classes, 37.19 per cent.

The Commission pointed out that there are now very few age limits for entrance to the public service. Those that once applied to clerks and other large groups were abolished some time ago. Those that remain apply to training classes such as Foreign Service Officer, and classes where physical fitness is of prime importance, such as Firefighter.

University Enrolment of Canadian Women

Faculty in which a girl enrols gives clue to her choice of future occupation
Comparison of 1960-61 university enrolment with that in 1950-51 shows that girls continue to prepare for traditional women's occupations: teacher, nurse

In so far as university enrolment by faculties is a clue to the professional distribution of women in the labour force, the table below suggests slight if any changes in the immediate future. Over the years of this century, the proportion of all working women who are engaged in professional services has remained at about 14 per cent, and nurses and teachers consistently have accounted for the majority.

A comparison of the enrolment of 1960-61 with that a decade earlier shows that women students in education, preparing for the teaching profession, have multiplied both in numbers and as a percentage of the total, and still form the largest group. The only other significant increase is in pharmacy, where in 1960-61 women made up 21.6 per cent of the total compared with 11.6 per cent in 1950-51. Other proportional as well as numerical increases occurred in dentistry, law, medicine and veterinary science, but were too slight to affect occupational distribution appreciably.

Nor at the post high school, non-university level of education are there marked changes in the employment of girls. The Dominion Bureau of Statistics reports that, in October 1962, out of an enrolment of 11,797 in publicly operated schools at this level, only 593 or 4.1 per cent were girls.

The majority of these were aiming toward the more traditional fields of women's work: secretarial science, home economics and interior decorating. There were 30 in journalism and 23 in "radio and television arts." Business claimed a smaller number, who were in accountancy, merchandising, hotel or business administration. Some 62 were enrolled in medical and industrial laboratory technology. Except for two in draughting technology, the only others who had ventured into courses requiring specific background in mathematics and science were three in electronic technology and four in industrial chemistry.

Many explanations may be advanced for the predominance of traditional choices in women's occupational outlook. Perhaps most women are happier in the more accepted fields.

Nevertheless it is pertinent to ask whether girls are made aware of other occupations or even the new possibilities in fields in which women have always worked.

UNDERGRADUATE ENROLMENT OF WOMEN IN CANADIAN UNIVERSITIES

(Source: Higher Education Section of Education Division, Dominion Bureau of Statistics)

Faculty	1950-1951		1960-1961	
	Number of women	Women as percentage of total	Number of women	Women as percentage of total
Arts	7,269	28.2	13,034	30.9
Science (some in arts excluded)	669	16.5	1,401	17.0
Agriculture	76	4.5	68	3.0
Architecture	28	4.2	17	2.2
Commerce	333	9.7	473	7.2
Dentistry	6	.6	48	4.5
Education	941	41.7	5,114	48.0
Engineering	19	.2	66	.4
Law	96	3.9	127	5.1
Medicine	274	6.2	401	9.4
Pharmacy	170	11.6	395	26.6
Veterinary Science	12	2.4	25	5.3

Collective Bargaining, Fourth Quarter, 1962

During the fourth quarter of 1962, collective bargaining in Canada led to the signing of 51 major agreements covering approximately 76,000 employees. Among the new agreements negotiated during the period were contracts applying to employees in the iron and steel products, brewing, rubber, glass, transportation equipment and pulp and paper industries. Other major agreements were signed by employers in railway, truck, urban and water transportation, grain storage, telephone communications, gas and electric power distribution and metal mining. Extensive collective bargaining went forward during the quarter in the logging industry in Quebec and Ontario, where five major contracts were signed and eight agreements were under negotiation by the end of December.

All but four of the major agreements negotiated during the period included general wage increases. The settlements granting no increases in basic wages, however, provided for improvements in such areas as premium pay, vacations, pensions, group life insurance, weekly indemnities, cost-of-living adjustments and employer contributions to welfare plans.

In the last three months of 1962, the **Steelworkers** negotiated five major settlements. Three of these were with manufacturers of iron and steel products and two covered approximately 1,000 miners in Quebec.

In October, the Steelworkers completed negotiations for a two-year master agreement covering both hourly and salaried employees of **Continental Can** in Canada and the United States. In Canada, this agreement applies to production and maintenance workers, office and technical staffs at the company's plants in Toronto, Chatham and Vancouver. Besides wage increases totalling 6 cents an hour for hourly employees and $2.40 a week for salaried personnel, this contract provides for pension benefits of $3.25 a month per year of credited service, 50 cents more than the previous formula, and a $2 increase in the disability pension, raising benefits to $5 a month per year of service.

The company's S.U.B. plan is also amended so that weekly unemployment benefits might reach a maximum of $76 instead of the previous $50 for a worker with four dependants. Furthermore, employees who work anytime during a week are to be entitled to 32 hours pay. Other provisions in the agreement, such as preferential hiring rights at other company plants, relocation allowances for employees with ten or more years of service and early pensions for employees whose age plus length of service total 80, are to be applicable in the event of plant shutdowns.

An outstanding feature of the Continental Can settlement is a plan, taking effect in 1964, that will allow a three-months leave of absence with pay for employees with 15 or more years of service and thereafter at five-year intervals.

At Lachine and Longue Pointe, Que., the Steelworkers reached a two-year settlement with **Dominion Bridge** which grants no general wage increase but provides for improvements in welfare and insurance benefits as well as double time for hours worked in excess of 12 a day. A two-year agreement signed by the union with **General Steel Wares** and its subsidiary **Easy Washing Machine Company** grants a total wage increase of 7 cents an hour to employees in London, Toronto and Montreal; under this agreement the employer and employees are each to contribute 3 cents an hour toward group insurance and pension plan improvements.

In the mining industry, the Steelworkers concluded three-year agreements with **Normetal Mining** and **Quemont Mining** in Quebec on terms similar to those negotiated with Noranda Mines last September. The agreements grant two annual wage increases of 2½ per cent and incorporate a wage increase of at least 5 cents an hour given by the companies prior to settlement.

In mid-October, the Ontario Labour Relations Board certified the Steelworkers as bargaining agent for approximately 15,000 employees of the **International Nickel Company** at Sudbury who had hitherto been represented by the **Mine, Mill and Smelter Workers**. Certification was granted by a two-to-one decision of the Board, the dissenting member contending that the Steel-

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

workers had violated a no-propaganda regulation within 72 hours of a pre-hearing representation vote conducted last February.

The Steelworkers opened negotiations at Sudbury on October 25 and presented proposals similar to those already under consideration at the company's Port Colborne refinery, where the union had displaced the Mine, Mill and Smelter Workers in December 1961. In November, the management and the union agreed to include the Port Colborne union representatives in the Sudbury talks. According to newspaper reports, the Steelworkers' proposals included job and income security measures such as an S.U.B. plan, severance pay, improvements in the pension plan and a proposal to change the seniority structure to facilitate movement of employees from one Inco division to another.

At **Falconbridge Nickel Mines**, where active bargaining had been suspended during the Steelworkers' campaign to enroll the company's employees, the **Mine, Mill and Smelter Workers** opened negotiations in October to renew a contract that had expired on March 31, 1962. This followed the Steelworkers' withdrawal in July of their application for bargaining rights.

In the brewing industry, the **Brewery Workers** and **Dow Brewery** signed a new agreement covering approximately 800 employees in Montreal and Quebec City. The settlement included terms along the pattern set by the union and the brewing industry in Ontario earlier in the year. In addition to hourly wage increases of 6 cents retroactive to January 1962, 8 cents effective January 1963 and 8 cents to be granted a year later, the company agreed to adopt an S.U.B. plan providing weekly benefits of $45 in the first year of the agreement, $46 in the second year and $47 in the third year for single employees ($55, $56 and $57 for married employees), payable for 10 to 52 weeks, depending on length of service.

Molson's Brewery agreed to raise wages by 7½ per cent for about 1,000 employees in Montreal represented by the **Molson's Employees Association**. This increase, retroactive to January 1962, was negotiated in accordance with a wage reopener in an existing three-year contract that will expire September 29, 1963.

A strike of more than 1,000 employees in the tire manufacturing industry was averted in October when the **Rubber Workers** and **Dominion Rubber** reached a settlement at Kitchener, Ont. Negotiations had been in progress since February. The union was seeking a wage increase of 6 cents an hour, improved seniority provisions and a reduction in the qualifying period for four weeks vacation from 25 to 22 years of service. During the summer, a conciliation board heard presentations from the parties and released a majority report suggesting that the parties further examine every possible area for settlement. The union nominee on the board recommended a wage increase of 5 cents an hour for one year, which was the pattern followed by other rubber manufacturers in 1962. Talks continued after a strike vote and produced a one-year agreement giving no wage increases but providing for four weeks vacation after 22 years of service. Accompanying this contract was a three-year supplemental agreement that provides for a supplementary pension payable between ages 65 and 70, a higher basic pension, increases in group life insurance for employees active and retired, higher S.U.B. and the establishment of a separation pay plan.

Three major collective agreements were signed in the glass manufacturing industry during the quarter. Two of these contracts were negotiated at the Montreal and Hamilton plants of **Dominion Glass** by the **Glass and Ceramic Workers**. They provide for wage increases totalling 19 cents an hour over three years, an increase in the evening and night shift premiums to 7 cents and 9 cents respectively from the previous 6 cents and 8 cents, three weeks vacation after 12 years of service (after 15 years under the previous contract) and higher company contributions toward medical insurance plans.

The settlements at Dominion Glass ended work stoppages that had begun at both plants in August. At the Montreal plant, approximately 1,200 employees had been idle for eight weeks by the time a settlement was reached late in October. The union and the management at Hamilton signed a memorandum of agreement on November 1, ending an 11-week strike of 1,100 employees.

In December, another settlement in the glass industry was concluded by the **United Auto Workers** and **Duplate Canada Limited** in Oshawa. The parties agreed to a total base rate increase of 16 cents an hour over a period of three years; a 2-cent increase in shift premiums, raising the evening and night shift premiums to 10 cents and 12 cents respectively; higher group insurance and sickness and accident benefits; short work week benefits; and changes in the vacation plan.

The UAW also negotiated three major agreements in the transportation equipment industry. At Chatham, Ont., the union signed a three-year contract that provides for three annual increases of 6 cents an hour for **International Harvester** employees.

Elsewhere in the transportation equipment industry, a 28-month agreement that averted a threatened strike was concluded with **Canadian Car** at Fort William, Ont. Although no general wage increase is granted under this agreement, provision is made for certain classification adjustments and a change in the cost-of-living allowance formula that will add approximately 2 cents an hour to current wages. Moreover, the company's pension plan is to be non-contributory, with benefits amounting to $2 a month per year of service. Canadian Car also agreed to pay the anticipated increase in P.S.I. premiums and to make larger contributions toward a hospital, life insurance and sickness and accident plan.

In December, the United Auto Workers concluded an agreement of 30 months duration with **Canadian Acme Screw and Gear, Monroe Acme, Galt Machine** and **Maremont Acme** at Toronto. Under this contract, wage increases total 11 cents an hour for male day workers, 13 cents an hour for female day workers and 15 cents an hour for skilled trades. Other provisions include an increase in group life insurance to $3,500 from the previous $2,800 for male employees—coverage remains at $1,000 for female workers—and a weekly indemnity increase from $30 to $40.

By December, the last four major collective agreements in the pulp and paper industry in Quebec and Ontario that had expired in 1962 were renewed. Two of the settlements were negotiated by the **Pulp and Paper Workers' Federation** (CNTU) in Quebec. The union signed a two-year agreement with **Consolidated Paper** at Port Alfred providing for a wage increase of 5 cents an hour, additional classification adjustments and a wage reopener in the second year of the contract. The other agreement, negotiated with **Domtar Pulp and Paper (Craft and Box Board Division)** at East Angus, raises wages by 4 cents an hour. This contract is to be for a term of 20 months but contains the proviso that such additional monetary items as will be negotiated with Canada Paper in the coming months will be applied to Domtar employees at East Angus.

The other two settlements in the pulp and paper industry were negotiated by the **Paper Makers** and the **Pulp and Paper Mill Workers**, who signed one-year agreements with **Consolidated Paper** at Grand'Mere, Que., where wages are to rise by 5 cents an hour, and with **Dryden Paper**, Dryden, Ont., which agreed to a wage increase of 4 cents an hour.

In three of the pulp and paper industry agreements, afternoon and night shift premiums were increased to 7 cents and 10 cents respectively and two agreements reduced the qualifying period for four weeks vacation from 25 to 23 years of service.

On October 27, the **Brotherhood of Railroad Trainmen** and the **CPR** reached a settlement two days before a strike deadline set by the union earlier in the month. R. A. Emerson, CPR Vice-President, had stated that a walkout by the Trainmen would immediately halt all traffic and would mean the layoff of 60,000 other CPR employees. As the strike date approached, the company issued layoff notices to its employees. The company and the union continued negotiations, however, and the CPR offered to increase wages by 8 per cent over 31 months and to adopt the majority recommendations concerning work rules made by the conciliation board. The union believed that the proposed changes in work rules would cost some of its members more than they would gain through the wage increase and that amendments to work rules should be negotiated individually. Negotiations went forward with the assistance of a mediator, W. H. Dickie, and resulted in a 31-month agreement similar to that concluded by the Trainmen and the CNR last May. Under the contract, the wages of approximately 6,000 CPR conductors, brakemen, yardmen and switch tenders are to be increased by 8 per cent in five steps and the qualifying period for four weeks vacation is to be reduced to 25 from 35 years of service. As to changes in work rules, 16 recommendations of the conciliation board are to be implemented in full, two were accepted with some modification and one is to be resolved at a later date.

Five major agreements covering nearly 5,000 workers were concluded elsewhere in the transportation industry and related sectors. In British Columbia, the **Street Railway Employees** negotiated a two-year contract providing for two annual wage increases of 7 cents an hour for 2,000 transit employees of the **B.C. Hydro and Power Authority**.

The **Railway Clerks** signed two major contracts during the quarter. One agreement, with several elevator companies at Fort William and Port Arthur, Ont., provides for annual wage increases of 2½ per cent over two years, raising the labourer's rate by 11 cents an hour. The union also signed a three-year agreement with the **National Harbours Board** in Montreal that grants a total general wage increase of 18 cents an hour and classification adjustments ranging from 2 cents an hour for labourers to 7 cents an hour for snow plough operators.

A three-year contract applying to employees of trucking companies in northern

Ontario was signed by the **Teamsters**. The companies agreed to increase wages by 23 to 25 cents an hour and to increase company contributions toward health and welfare insurance from $8 to $12 a month per employee. It was further agreed that the employers and employees would each make monthly contributions of $3 in 1962, $4 in 1963 and $5 in 1964 toward a pension plan.

In Newfoundland, the **Railway, Transport and General Workers** signed an agreement with **Canadian National Newfoundland Steamship Service**. This agreement is for a period of five years, a longer term than any other major contract negotiated in 1962. It provides for three annual wage increases of $9.58 a month and two annual increases of $9.57 a month, raising the seaman's wage to $284.79 a month. The total negotiated wage increase for a seaman amounts to 28 cents an hour.

During the quarter, five major agreements were concluded in the telephone communications industry. In October, **New Brunswick Telephone** and the **IBEW** signed a two-year agreement covering 550 traffic employees that raises wages by an average of 7.8 per cent in two steps and lowers the qualifying period for four weeks vacation from 35 to 31 years of service.

In November, **Bell Telephone** concluded four collective agreements that affect approximately 8,000 clerical and associated workers, nearly 500 communications sales employees, and 9,700 employees in crafts and services represented by the **Canadian Telephone Employees Association** (Ind.) and more than 8,000 telephone operators whose bargaining agent is the **Traffic Employees Association** (Ind.). The wage increases agreed to in these settlements average approximately 3 per cent for one year. In addition, improvements were made to the vacation plan for employees who take their annual leave outside July and August. Vacations taken in July and August are to remain at two weeks after one year of service, three weeks after 15 years of service and four weeks after 30 years of service.

Other negotiations in this industry went forward between the **IBEW** and **Alberta Government Telephones** and **Maritime Telegraph and Telephone**, and between the **Communications Workers** and **Saskatchewan Government Telephones**.

Major settlements reached during the quarter in the gas and power industry affected approximately 3,000 employees. In Ontario, **Consumers' Gas** and the **Chemical Workers** signed a three-year agreement providing for wage increases totalling 19 cents an hour and an increase in group life insurance to $5,000 from the previous $3,000. Joint negotiations in the Alberta natural gas industry produced a one-year agreement between two Employees Associations and **Canadian Western Natural Gas** and **Northwestern Utilities**, with no provision for a wage increase. In Quebec, a wage increase of 14 cents an hour was negotiated by the Employees Association of **Shawinigan Water and Power** under a wage reopener clause in the existing contract, due to expire in October 1963.

In the last three months of 1962, collective bargaining was extensive in the logging industry in Quebec and Ontario, where major agreements applying to approximately 14,000 workers were under negotiation. In Quebec, nearly 5,700 loggers were affected by five settlements. Two of these were concluded by the **Pulp and Paper Workers' Federation** (CNTU) and **Consolidated Paper**; they are of two years duration and provide for a general wage increase of 8 cents an hour, classification adjustments and increases in piece rates.

The **Bush Workers'** section of the **Farmers' Union** in Quebec negotiated a three-year contract that gives three annual wage increases of 4 per cent to **Price Brothers'** employees, and a two-year agreement embodying wage increases of 3 to 6 per cent with **John Murdock**. In December, the union signed a contract of 15 months duration with **Domtar Newsprint (Woodland Division)** providing for wage increases of 10 to 35 cents an hour. Included in these settlements were increases in piece rates.

In Ontario, the **Carpenters (Lumber and Sawmill Workers)** were bargaining on behalf of 8,000 woods employees of several pulp and paper companies. Negotiations had begun in August and September. The largest bargaining unit, that of **Abitibi Power and Paper**, was nearing a settlement in December.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)

Company and Location	Union
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)

Part II—Negotiations in Progress During December

Bargaining

Company and Location	Union
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Continental Can, St. Laurent, Que.	CLC-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)

Company and Location	Union
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatchewan Government Telephone	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Board of Police Commissioners, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Conciliation Board

Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Post-Conciliation Bargaining

International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)

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Company and Location	Union
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During December 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 30-mo. agreement covering 800 empl.—settlement pay of $20 prorated; wage increases of 6¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 16, 1963 for male day wkrs.; wage increases of 8¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 16, 1963 for female day wkrs.; base rate increase of 5¢ an hr. eff. Nov. 16, 1962 for male and female incentive wkrs.; wage increases of 10¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 15, 1963 for skilled trades; 5¢ of 7¢ cost-of-living allowance incorporated into wage rates; base for operation of cost-of-living allowance formula (1¢ for each .6 point change in consumer price index) raised to 129.6 (formerly 127.2); off-shift premium increased to 9¢ (formerly 8¢); company-paid group life insurance increased to $3,500 (formerly $2,800) for male empl., unchanged at $1,000 for female empl.; company-paid weekly indemnity insurance increased to $40 a wk. (formerly $30 a wk.) with maximum benefit period remaining at 26 wks.; bereavement pay of up to 3 days for death in immediate family if employee attends funeral; jury duty pay introduced; general labourer's rate after Nov. 16, 1963 will be $2.02 an hr.

Cdn. Copper Refiners, Montreal, Que.—Metal Rfining Wkrs. Union (Ind.): 3-yr. agreement covering 1,000 empl.—general wage increases of 5¢ an hr. eff. Dec. 3, 1962, 4¢ an hr. eff. Dec. 3, 1963 and 4¢ an hr. eff. Dec. 3, 1964; evenng and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 9¢); Sunday premium increased to 15¢ an hr. (formerly 10¢ an hr.) for straight-time work.

Domtar Newsprint (Woodland Div.), Dolbeau, Que.—Bush Wkrs., Farmers' Union (Ind.): 15-mo. agreement covering 800 empl.—wage increases of 10¢ to 35¢ an hr. eff. Dec. 17, 1962; piece rate increase of $1.40 a cord eff. Dec. 17, 1962; time and one half after 54 hrs. of work per wk.; log drivers to receive time and one quarter after 9 hrs. of work per day and time and one half after 54 hrs. of work per wk.; union shop; labourer's rate $1.25 an hr.

Domtar Pulp & Paper (formerly St. Lawrence Corp.), East Angus, Que.—Pulp & Paper Wkrs. Federation (CNTU): 20-mo agreement covering 500 empl.—general wage increase of 4¢ an hr. and nearly 20 classification adjustments eff. Jan. 1, 1963; 3 floating holidays (formerly 2 floating holidays); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); employer to contribute 50¢ a mo. additional to sickness insurance plan; contract provides that monetary items yet to be negotiated by Canada Paper in May 1963 will be applied to this agreement.

Dryden Paper, Dryden, Ont.—Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—general wage increase of 4¢ an hr. eff. Jan. 1, 1963; evening and night shift premiums increased to 7¢ and 10¢ respectively (formerly 6¢ and 9¢); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.).

Duplate Canada, Oshawa, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 4¢ an hr. eff. Sept. 6, 1962, 6¢ an hr. eff. Sept. 6, 1963 and 6¢ an hr. eff. Sept. 6, 1964; wage increases of 12¢ to 15¢ an hr. for skilled tradesmen; 8¢ of cost-of-living allowance incorporated into wage rates; evening and night shift premiums increased to 10¢ and 12¢ respectively (formerly 8¢ and 10¢); 4 hrs. off with pay prior to Christmas and New Year's Day supersedes Civic Holiday; time and one half for work performed on Civic Holiday and double time plus 1 day's pay (previously time and on half plus 1 day's pay) for work performed on other paid holidays; 1 wk. vacation with 2% of annual earnings maintained for empl. with less than 3 yrs. of service; 2 wks. vacation with 4% of annual earnings after 3 yrs. of service and 5% of annual earnings after 8 yrs. of service; 3 wks. vacation with 6% of annual earnings after 10 yrs. of service (formerly 2 wks. vacation with 4% of annual earnings after 3 yrs. of service and 3 wks. vacation with 6% of annual earnings after 13 yrs. of service); short work wk. benefit introduced; group life insurance increased to $6,000 (formerly $4,000); weekly indemnity increased to $60 (formerly $45); improvements in accident and dismemberment indemnity and pension plans; employer to pay 50% of hospital and medical insurance premiums for pensioners; 3 days' bereavement leave for death in immediate family (spouse, children and parents); maximum jury duty allowance increased to $10 a day up to 60 days in a calendar yr. (formerly $5 a day up to 14 days in a calendar year).

Lakehead terminal elevators, Fort William & Port Arthur, Ont.—Railway Clerks (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—wage increases of 2½% eff. Jan. 1, 1963 and 2½% of 1962 rates eff. Jan. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); provision for 1 wk. additional for vacations taken in Jan., Feb., and March deleted from agreement; employers continue to pay 50% of medical and hospital insurance premiums, with upper limit of $6.90 a mo. removed; labourer's rate after Jan. 1, 1964 will be $2.14 an hr.

Ottawa Civic Hospital, Ottawa, Ont.—Public Empl. (CLC): 1-yr. agreement from Jan. 1, 1962 to Dec. 31, 1962 covering 1,250 empl.—arbitration award granting a general wage increase of $2.75 a wk. eff. Jan. 1, 1962; for empl. hired since May 15, 1961, starting rates to be equivalent to those eff. after 6 months of service under the previous agreement; maximum rates attainable after 3 yrs. of service (formerly after 4 yrs.); Boxing Day to be a paid holiday (formerly if proclaimed by the city of Ottawa); time and one half plus holiday pay for work

(*Continued on page 45*)

INTERNATIONAL LABOUR ORGANIZATION

Tripartite Technical Meeting for Printing and Allied Trades

Technological changes frequently require adjustments to the number, distribution and qualifications of workers in a particular undertaking. Every effort should be made by employers and workers to find and put into effect measures that will enable workers whose jobs are changing or disappearing to continue in employment, it was suggested by the Tripartite Technical Meeting for the Printing and Allied Trades on the particular problems that arise in the printing industry in developing countries. The meeting, from November 12 to 23, was convened by the International Labour Organization. Government, employers' and workers' delegates from 18 countries participated.

The meeting believed that careful consideration should be given in each country, in the light of its economic and social circumstances, to the alternative of less expensive equipment, requiring more manual workers, as opposed to more modern equipment with fewer job opportunities.

The conclusions adopted by the meeting noted that the future growth of the printing and allied industries in developing countries will create substantial demands for skilled manpower. At the same time, modernization may cause a change in the distribution of the skills required.

Vocational training, the meeting believed, is a responsibility that should be shared by governments with the representatives of employers' and workers' organizations. Training facilities and programs should take full account of new processes and equipment which have been introduced or are likely to be introduced. The opinion was expressed that, in order to meet the changes arising from technological progress, accelerated training techniques can be useful for advanced training or for the retraining of workers who might otherwise face displacement. It is desirable, also, to develop programs for skilled workmen and technicians involving training in a foreign country.

Other conclusions concerned training in management development, choice of machinery and problems of small firms.

The meeting also adopted a series of conclusions concerning the protection of workers' health in the printing and allied trades.

In its conclusions, the meeting considered it essential that in developing countries, governments should accord a priority to the printing and allied trades and should ensure to these trades such resources and facilities of all kinds as are necessary for their development and for their modernization.

Algeria Becomes 104th ILO Member Country

Admitted to the United Nations on October 8, Algeria became a member of the International Labour Organization on October 19. The admission of Algeria brings to 104 the number of ILO member countries.

Algeria has stated that it remains bound by the obligations of 42 International Labour Conventions the provisions of which had previously been made applicable to Algeria by France.

Collective Bargaining Scene

(*Continued from page 44*)

performed on a paid holiday if an empl. receives no alternative day off within 40 days (formerly alternative time off only); cash allowance for up to 4 mos. accumulated sick leave to be granted to retiring employees (formerly leave equivalent to a maximum of 4 mos. accumulated sick leave was allowed immediately prior to retirement); employer to pay half of the cost of a group life insurance plan providing for a death benefit of 1½ times employees' annual wages; orderly's starting rate $53.25 a wk.

WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase yet to be negotiated with the Public Service Empl. will be applied to this agreement; service pay to be $6 a mo. after 10 yrs. of service (formerly 10¢ a calendar day) and $9 a mo. after 15 yrs. of service (formerly 20¢ a calendar day).

TEAMWORK in INDUSTRY

Feedback of information from employees to management is vital to the health of industry, asserts Fernand Boyer, production manager of the container division, Standard Paper Box Manufacturing Ltd., Montreal, Que. "If management doesn't have this level of contact with employees, it should run after it," he advises. "Management needs the confidence of the employee; otherwise molehills can become mountains."

There was a time when Standard's Labour-Management Committee devoted its attention primarily to production efficiency, care of equipment and associated manufacturing problems. Today the emphasis is on labour-management co-operation and communications.

Mr. Boyer stated that joint consultation had saved his firm a lot of money during the past five years but that the plant LMC's greatest contribution was the way it improved relations between employees and management.

Asked what he would recommend that management do to make joint consultation succeed, he replied: "Management must want it to succeed. Management must see to it that top brass regularly attends LMC meetings. Otherwise employees will conclude that the idea isn't important. If you want top-drawer relations, then top brass must set the pace."

Production superintendent Jean Marie Ratté believes that the man on the job can improve on anything that is put in front of him—if management will give him the opportunity. "In our experience, no matter how much management planning and foresight have gone into a new piece of plant equipment or a new production procedure, the employees most closely connected with its operation have begun suggesting improvements right away—sometimes even before the thing is installed," explained Mr. Ratté. Joint consultation at Standard Paper Box now invites the employee's point of view before, not after, plant changes have been made.

Follow-through on accepted employee proposals for alterations and innovations in equipment and procedure is persistent. When the final changes have been made, a management representative goes directly to the employee concerned and asks him: Are you satisfied? Is it everything you wanted? Only if the employee answers "yes" to both questions is the project listed in the Labour-Management Committee minutes as "completed."

Roger Carbonneau, personnel manager at Standard Paper Box and an industrial relations graduate of the University of Montreal, told Department of Labour representatives that he would prefer to see joint consultation "advance through the example of those who practise it and are convinced of its value" rather than have it forced on Canadian industry by legislation.

Consultation and co-operation between industry's two giants would one day be universal throughout this country, he predicted. "Those individuals who resist the idea will eventually see—as we have—that joint consultation pays off not only in greatly improved labour-management relations but in dollars and cents as well. If they cannot be won over on moral grounds, they will be impelled to do so for economic reasons," said Mr. Carbonneau.

Fernand Carpentier, a truck driver with Standard Paper Box and a member of the firm's labour-management committee, stated that fear can be replaced by understanding if labour and management have some form of regular contact with each other. "We have had a few members who were afraid to attend labour-management meetings when their turn came along," he said. "But it took just one meeting to put them straight, to make them see that management was very human and understanding." Mr. Carpentier added that after this particular problem was overcome by joint consultation, a "family atmosphere" developed in the plant.

Mr. Carpentier stated there is strong union enthusiasm and support for the committee. The 200 production employees are members of the Cardboard and Corrugated Paper Workers Union (CNTU) and are represented on the LMC by seven fellow-workers —one each from the corrugator, printing, specialty, die cutting, finishing, shipping and maintenance departments. "Joint consultation is responsible for cultivating the good relations we have here—and for maintaining them," said Mr. Carpentier.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification.

During the month the Board received six applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Truckers, Cartagemen, and Building Material Employees Local Union No. 362, General Drivers, Warehousemen and Helpers Local No. 979, General Truck Drivers Union Local No. 938, General Truck Drivers and Helpers Union Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Pacific Inland Express Ltd., Calgary, Alta. (L.G., Dec. 1962, p. 1386).

2. Canadian Air Line Flight Attendants' Association, on behalf of a unit of stewardesses employed by TransAir Limited, Winnipeg, Man. (L.G., Nov. 1962, p. 1283).

3. National Harbours Board Police Association, Port of Saint John, on behalf of a unit of harbour police employed by the National Harbours Board, Saint John, N.B. (L.G., Dec. 1962, p. 1387).

Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, the New York Central Railroad Company Lessee of the Michigan Central Railroad and Sub-lessee of The Canada Southern Railway, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Dec. 1962, p. 1386). The Board directed that the names of the applicant and intervener be on the ballot in the vote, which affected a unit of locomotive engineers employed by the company in the Canada Division of its Northern District (Returning Officer: T. B. McRae).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and Porter Shipping Limited, Toronto, Ont., respondent (L.G., Dec. 1962, p. 1386). The application was rejected for the reason that the Board was not satisfied that the applicant had as members in good standing a majority of the employees affected. On the evidence, at least one employee in the unit who had signed an application for membership and paid fees to the applicant in an unsuccessful application made in 1961 affecting unlicensed employees of the respondent had had his 1961 payment returned to him at the time he signed a new application for membership in connection with the present application and this money was then returned to the representative of the applicant as payment of fees for purposes of membership in support of the present application. The Board found that this method of payment does not accord with the Rules of the Board and this one instance in itself destroyed the applicant's majority.

2. International Longshoremen's and Warehousemen's Union, Local 509, Canadian Area, applicant, and Northland Terminals Co. Ltd., Vancouver, B.C., respondent (L.G., Dec. 1962, p. 1387). The application was rejected for the reason that it was not supported by a majority of the employees in the unit found appropriate for collective bargaining.

Applications for Certification Received

1. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

on behalf of a unit of employees of Compagnie Nationale Air France, Montreal (Investigating Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel of The Irving Oil Company, Saint John, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

3. Taggart Employees Association on behalf of a unit of employees of Taggart Service Limited, Ottawa, Ont., and Inaerco Limited, Perth, Ont. (Investigating Officer: G. E. Plant).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

5. Seafarers' International Union of Canada on behalf of a unit of marine engineers employed by Irving Oil Company Limited, Saint John, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Law Quarries Transportation Limited, Port Colborne, Ont. (Investigating Officer: R. L. Fournier).

Application for Revocation Received

P. G. Robertson, H. R. Douglas, *et al*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for the revocation of the certification issued by the Board on October 2, 1961 to the International Association of Machinists in respect of a unit of production planners employed by Trans-Canada Air Lines (L.G. 1961, p. 1147).

Applicants for Certification Withdrawn

1. Canadian Merchant Service Guild, Inc., applicant, and Law Quarries Transportation Limited, Port Colborne, Ont., respondent (L.G., Dec. 1962, p. 1387) (New application received, see above).

2. Seafarers' International Union of Canada, applicant, and Kent Line Ltd. (Irving Oil Company), Saint John, N.B., respondent (unlicensed personnel) (L.G., Dec. 1962, p. 1387) (New application received, see above).

3. Seafarers' International Union of Canada, applicant, and Kent Line Ltd. (Irving Oil Company), Saint John, N.B., respondent (marine engineers) (L.G., Dec. 1962, p. 1387) (New application received, see above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: C. E. Poirier).

2. Northern Wings Limited, Sept-Iles, Que., and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

3. Alberta Wheat Pool, Burrard Terminals Limited, Pacific Elevators Limited, Saskatchewan Wheat Pool and United Grain Growers Limited, and Grain Workers' Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie).

4. Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

6. Canadian National Hotels, Limited (Bessborough Hotel, Saskatoon) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Hill The Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Dec. 1962, p. 1392).

2. Canadian Pacific Air Lines, Limited, Vancouver, and Local 28 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Sept. 1962, p. 1034).

3. Canadian Pacific Railway Company *S.S. Princess Helene* and Seafarers' International Union of Canada (Conciliation Officer: H. R. Pettigrove) (L.G., Aug. 1962, p. 951).

Conciliation Boards Appointed

1. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1962, p. 1392).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

Conciliation Board Report Received

Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1962, p. 1149). The text of the report is reproduced below.

Settlement Reached following Board Procedure

Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above).

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau, Toronto
and
International Brotherhood of Teamsters

This Board held its first meeting at the King Edward Hotel, Toronto, Ont., on Saturday, the 13th of October, 1962, at which time both parties filed written briefs and made oral submissions, from which it became clear that while the parties had agreed that the wage increases recently granted in the general freight and maintenance agreements between the parties in what was colloquially called the "Southern Agreements" between the parties should apply to the "Northern Agreements," there were still five outstanding matters in dispute between these parties which must be resolved before the Northern Agreements between the parties could be consummated.

The points at issue between the parties were as follows:

1. Maintenance of existing wage differentials.
2. Hours of work and overtime.
3. Maintenance of present highway mileage limitations.
4. Maintenance of present "share-the-wealth" provisions.
5. Duration of proposed collective agreement.

The Board conferred with the parties, both jointly and severally, throughout Saturday, October 13, without being able to achieve agreement between the parties on any of the points in dispute, and both parties suggested at various times during the day that unless the parties retreated from their past positions on one or more of the disputed points, this Board might as well adjourn and write its report.

However, the members of the Board unanimously felt that the parties respective positions were not as rigid as they superficially appeared, and suggested to the parties that the proceedings be adjourned for one week and that in the meantime the parties review their respective positions, confer with each other, and attempt to resolve their respective differences if at all possible, and the parties agreed to this proposed procedure.

The Board met again with the parties on Saturday, October 20, and it rapidly became apparent that the cooling-off period suggested by the Board had a beneficial effect, because the rigidity exhibited by the parties during the first sittings of the Board was now considerably modified, and that the climate for achieving a mutually satisfactory settlement between the parties was much more favourable. The Board then continued its efforts to assist the parties to achieve concensus *ad idem* throughout the day and the evening of Saturday, October 20, and finally the parties, with the assistance of the Board and with the exercise of much goodwill and mutual understanding, were able to achieve complete settlement of all the matters in dispute between them.

The parties then, under the auspices of the Board, drew up complete minutes of settlement of all their outstanding differences, which minutes of settlement were then executed by the signing authorities for both parties, and by the members of this Board, which may be summarized as follows:

Both the Northern General Freight Agreement and the Northern Maintenance Freight Agreement, both dated the 11th day of May, 1959, are renewed subject to the following amendments:

1. All matters agreed to between the parties prior to the sittings of the Conciliation Board on the 13th and 20th days of October, 1962, shall be embodied in the new collective agreements between the parties.

2. The new collective agreements between the parties shall take effect from

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The Bureau represented the following companies: Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited (Northern General Agreement).

The Board was under the chairmanship of His Honour Judge R. W. Reville of Brantford, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the Bureau and union, respectively.

All matters in dispute between the parties were resolved with the assistance of the Board and terms of settlement were signed to this effect.

The report is reproduced below.

the 4th day of November, 1962, and shall expire as follows:

(a) The Northern General Freight Agreement on the 15th of November, 1965;
(b) The Northern Maintenance Freight Agreement on the 15th of July, 1965.

3. Wage increases contained in the General Freight (Southern) Agreement shall apply to the new Northern General Freight and Northern Maintenance Freight Agreements, and be phrased in the same manner and intervals.

4. In addition to item 3 above, wage rates in Group (b) shall be increased by six cents (.06¢) per hour, to be applied as follows:

(a) General Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; October 1st, 1965, four cents (.04¢) per hour.
(b) General Maintenance Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; June 1st, 1965, four cents (.04¢) per hour.

and wage rates in Group (c) shall be increased by eight cents (.08¢) per hour, to be applied as follows:

(a) General Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; October 1st, 1965, six cents (.06¢) per hour;
(b) General Maintenance Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; June 1st, 1965, six cents (.06¢) per hour.

5. The overtime conditions listed in the General Freight (Southern) Agreement, and the General Maintenance Freight (Southern) Agreement, shall be applied to the Northern Agreements as of January 1, 1963, except that such conditions shall not apply to regularly scheduled pick-up and delivery runs that extend beyond the urban limits of municipalities covered by the said agreements.

6. The present "share-the-wealth" provisions shall not apply to those communities on Highway No. 17 and north of said Highway No. 17.

7. Speed limits shall be in accordance with those posted, except that the maximum speed shall be 55 miles an hour.

8. The present mileage limitations contained in the expired agreements shall remain at 4,400 miles per two weeks' period, except that drivers may book off after 2,200 miles in one week at their home terminals providing there are qualified highway drivers available in either the highway or city departments.

9. *Retroactivity:* All employees who have worked every week in the period January 1, 1962 to November 4, 1962, inclusive, shall be paid eighty dollars ($80.00) as retroactive pay. Any employee who has not worked every week in the above mentioned period shall be paid retroactive pay on the basis of two dollars ($2.00) per week for each week in which he has worked more than fifteen (15) hours.

This Board wishes to commend the parties and their representatives for the conciliatory and co-operative attitude which they displayed throughout the course by the Board's hearings, and for the obvious goodwill that was exhibited by each to the other in arriving at a sensible and far-sighted agreement.

All of which is respectfully submitted.

(*Sgd.*) R. W. Reville,
Chairman.

(*Sgd.*) M. O'Brien,
Member.

(*Sgd.*) Paul Siren,
Member.

Dated at the City of Brantford, Ontario, this 27th day of October, A.D. 1962.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in four cases, three of which had required a second hearing in the presence of a referee. These second hearings were held January 12, February 13 and November 13, 1962. The fourth case was heard on November 13 also.

The first dispute was over the dismissal of three head-end crew members of a train that passed through a red signal. The employees said the dismissals were "wrongful" and claimed reinstatement.

The second dispute concerned the protest by yard engineers and firemen over the institution of the five-day week at Saint John and McAdam, N.B., an act that they said resulted in a loss of wages.

The third dispute was over the interpretation of seniority rules in a large ter-

minal, and the fourth over the abolition of a supervisory agent's position and the substitution for it of two others, one of which the employees protested was filled without relation to the collective agreement.

In the first case the referee held that the employees should be reinstated but without payment for the 22 months they were held out of service.

In the second case the referee upheld the company's contention.

In the third case, the Board did not sustain two of the employees' three requests but sustained the third.

In the fourth case, the referee held that the company, in effecting reorganization and regrouping of positions under new job titles, must do so within the frame of reference provided by the collective agreement.

Summaries of the four cases, Nos. 796 to 799, are published below.

Case No. 796—*Dispute between Canadian Pacific Railway Company (Pacific Region) and Brotherhood of Locomotive Engineers, Brotherhood of Railroad Trainmen, and Brotherhood of Locomotive Firemen and Enginemen,* ex parte, *over the dismissal of an engineer, a trainman and a fireman who were the head-end crew of a train that passed through a red block signal.*

An engineer, a trainman and a fireman who were the head-end crew of a train that on January 20, 1961 passed a "reduce speed" signal without slowing and a later "stop and proceed" signal without stopping were dismissed for having violated the Uniform Code of Operating Rules. The brake had been applied, but too late.

The three Brotherhoods claimed wrongful dismissal and requested reinstatement of the three men, with full pay for time lost. The company contested the claim. The Brotherhoods also objected to the manner in which the company investigation leading to the dismissals was conducted.

Two company officials who were conducting an efficiency or educational test had caused the first signal to be continually at yellow and the second to be continually at red.

There was conflicting evidence from the three crew members on the one hand, and the two company officials on the other. The dispute came twice before the Board of Adjustment. The first time, the Board was unable to reach a majority decision and moved for the appointment of a referee; the second time (January 12, 1962), the case was reheard by the Board in the presence of the referee, whose award constitutes the decision of the Board.

In their contention, the employees submitted that they had "called" all signals since the beginning of their trip. All had been audibly acknowledged to indicate "proceed." The signals included Signal 750, which the company officials asserted was showing yellow, and Signal 736, which they said was showing red.

After Signal 736 had been called as "clear block" by the fireman and observed and acknowledged by the rest of the crew, the fireman called attention to the signal, which, the employees stated, was rapidly changing from green to red and back several times, finally remaining red. As soon as he saw the signal flickering, the engineer applied the automatic brake, not placing it in "emergency" for fear of skidding the engine and causing damage to it.

The train stopped approximately 450 feet past the signal, then proceeded. The two officials went to the next station and stopped the train and questioned both head-end and rear-end crews. Not being satisfied with the answers, they ordered the three employees not to continue working and to be available the next day for an inquiry.

The investigation the next day was conducted by one of the two company officials. He mentioned interviews he had had with sectionmen working on the track at the time of the incident. Ten days later the three employees were called into the Superintendent's office "in connection with the false statement" given at the inquiry. A week later the three men were dismissed.

The three Brotherhoods contended that the entire investigation had not been conducted in the manner provided in their collective agreements.

At this second hearing, in the presence of the referee, the parties were permitted to supplement their original presentations. The company exhibited a piece of rail and a standard track circuit "shunt" or "jumper" used in making its efficiency or educational test; it also showed a film and still pictures of observations made by two company officials during the test.

In its further submission at this second hearing, the company raised the objection that the employees' appeals from dismissal would, according to the collective agreements, be too late. The referee thought, however, that the appeals should be entertained.

The company suggested in its submission that the employees may have confused Signal 736—the "stop and proceed" signal—with Signal 730, about ½ mile farther on. The employees denied this.

The employees had contended that the shunt may have been put out of order by

a heavy coating of frost. This submission was contradicted by a report from the Chief Forecaster at Edmonton airport.

The employees contended also that the telephone and telegraph wires between the track and the highway may have obstructed the sight of the two company officials. This was disproved, the referee said, by the film that was introduced by the company as evidence. Claims of possible malfunctioning of the shunt or test device were disproved through a careful examination and testing of the shunt after its use.

As for the signals themselves, they had been checked by a maintenance man shortly after the test, and had been found to be in good order.

Referee's Decision

The referee, stating there was contradictory evidence from the three employees on one side and two company officers on the other, said that a determining fact to be considered was the evidence given by the foreman of the section crew, to which reference was made at the first inquiry.

The foreman had seen both an intermediate signal and Signal 736 steadily burning red at the time, and without a flicker. This evidence contradicted that of the employees, and was corroborated by another member of the section crew.

The referee concluded that the employees had violated the Uniform Code of Operating Rules, but did not think that a definite dismissal was an appropriate penalty.

The referee held that the three employees should be reinstated by the company as from December 20, 1962, without payment for time lost.

Case No. 797—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen,* ex parte, *over company's assigning of regularly assigned engine crews in yard service on a five-day week basis at Saint John and McAdam, N.B.*

At the spring change of time-table in 1961, the Canadian Pacific Railway Company decided that at Saint John and McAdam, N.B., yard assignments would be on a five-day week basis.

The Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen protested that the Company's action in "arbitrarily" restricting engineers and firemen at the two places to five days work a week was in contravention of the collective agreements. They contended further that certain engineers and firemen suffered a loss in wages and should be compensated for their loss.

The Company argued that it acted "strictly within the provisions" of the agreements.

An article in the collective agreements with the Engineers and the Locomotive Firemen and Enginemen provides that: "A work week consisting of five consecutive days of eight hours each is established . . ." A subsection provides that: "All regular or relief assignments for yard service engineers shall be for five consecutive days per work week of not less than eight consecutive hours per day, except as otherwise provided in this article." The exceptions are outlined in later subsections, which provided for the filling of days off by the regularly assigned engineer "by arrangement between the representatives of the Railway and the Organization."

The Company's position was that it was not under any obligation to make arrangements with the unions concerning the establishment of the five-day work week at Saint John and McAdam. "The Company's right to establish five-day assignments is unrestricted," it contended.

When the dispute came before the Board of Adjustment in September 1961, a majority decision was unattainable. A referee was appointed by the Minister of Labour and the dispute was reheard on February 13, 1962 in the referee's presence. His award constitutes the decision of the Board.

The referee said in his award that "to dispose of the dispute, he had in effect to interpret the article cited by both parties. "I have to determine whether or not the Company has the right to apply without restriction the five-day work week for engineers and firemen in yard service."

He pointed out that in the collective agreement between the Company and the Engineers signed on November 20, 1953, the Engineers in yard service obtained a 20-per-cent pay increase to cover the establishment of the five-day week. The article cited was first introduced in that agreement "substantially in their present form."

Early in 1954 discussions were held concerning the implementation of the five-day week and on March 15 understandings were reached with both Brotherhoods. A letter expounding the understandings stated: "[the article cited] provides that the Company has unrestricted right to the establishment of five-day assignments in accordance with the railway's operational requirements."

Another article on which the employees placed great emphasis, the referee said, does not more than establish formally the understanding reached that firemen "will have the right to work in their turn *up to* 3,800

miles per month in freight service, or six days per week in yard service."

As for the employees' contention that if the Company is allowed to proceed with its action there will be a loss of salary and a reduction in pension upon retirement for engineers and firemen in yard service, which submission was doubtful in the Company's opinion, the referee said the real issue is "not whether the employees of any class will suffer as the result of a proper interpretation and application" of the collective agreement. He added that perhaps it was fitting to keep in mind that the employees concerned enjoyed a 20-per-cent wage increase when the agreement of November 20, 1953 came into effect.

"According to a sound interpretation, it is the work week itself which should be established in accordance with the railway's operational requirements, bearing always in mind that the work week consists of five consecutive days . . .

"It is therefore impossible to agree with the employees when they contend that the Company had no right to act as it did at Saint John, N.B., and McAdam, N.B., even if there was no change in the amount of work handled at the terminals concerned or, in other terms, no change in the railway's operational requirements."

The referee said he saw it as his duty to "maintain the Company's contention and dismiss the employees'."

Case No. 798—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over interpretation of seniority rules governing yardmasters and assistant yardmasters.*

Occurrences after the advertising by the Canadian National Railways of the position of yardmaster, Bathurst Street Tower, Toronto terminals, led to the making of three requests by the Brotherhood of Railroad Trainmen. The company declined all three requests

When the assignment was advertised, a relief yardmaster in Zone 3 of the Toronto terminals, W. F. Seager, did not apply (the vacancy was in Zone 2). Nor did a number of other relief yardmasters not in Zone 2.

For the next month Mr. Seager protected temporary vacancies in Zone 3. For the month after that, he was on vacation and leave of absence. When he returned, in accordance with an item in the crew director's log, he declared his intention to displace the employee who had been promoted to yardmaster at Bathurst street, J. A. Chepelsky. Then he made application for a temporary vacancy in Zone 3 and remained on that vacancy for the next ten days, after which he reported for work at Bathurst street but did not begin work after an oral examination by the road foreman and general yardmaster established that he did not possess the necessary qualifications for the position.

Contending that Mr. Seager had voluntarily relinquished his rights as yardmaster, the Brotherhood requested removal of his name from the Toronto Terminals seniority list for yardmasters and assistant yardmasters. An article in the current agreement covering yardmasters says: "An unassigned yardmaster who declines to accept a regular assignment in accordance with his seniority . . . shall forfeit his seniority rights and his name shall be removed from the seniority list." The company declined the request.

After discussions between company and union officials, on December 28, 1961 a memorandum of agreement was signed regarding the application of an article of the agreement affecting seniority for yardmasters and assistant yardmasters, and it was agreed that the position in dispute should be re-advertised.

When the position was re-advertised, Messrs. Seager and Chepelsky, among others, applied. As a result of an examination, Mr. Chepelsky was awarded the position, and the others were told that they had not qualified.

Unassigned yardmasters and assistant yardmasters who did not apply for the position when it was re-advertised were ranked junior to Mr. Chepelsky but those who applied and failed to qualify were not. The Brotherhood then made its second request: that all unassigned yardmasters "who failed to accept promotion to the regular assignment to which Chepelsky was assigned" should rank junior to Chepelsky. The union cited the memorandum of understanding signed on December 28, which read in part as follows:

"An unassigned yardmaster who declines to accept a regular assignment in accordance with his seniority under this schedule, shall thereafter rank junior to the man promoted to a regular assignment in his stead."

The railway declined, contending that as all who applied, except Chepelsky, had been found not qualified for the position, "they had no opportunity to decline the assignment."

At about the same time, Brotherhood representatives were told of the company's intention to require applicants for permanent positions as yardmasters or assistant yardmasters to pass a written and oral examination conducted by company officers.

If qualifications of applicants were equal, the senior man would be assigned; but if the examination showed that one candidate was better qualified, he would be assigned, regardless of seniority. The Brotherhood representatives agreed that an unqualified applicant should not be assigned to any position but believed that qualified applicants should be assigned on a seniority basis even when the examiner thought a junior applicant better qualified.

The difference of opinion on this point led to the Brotherhood's third request: that the article in the current agreement headed "Bulletining and Filling Positions" be interpreted to mean, "qualifications being sufficient, the senior applicant *must* be assigned."

Regarding the union's first request, the company in its contention stated that in 1958 a representative of the company and the union's general chairman had discussed the practicability of requiring unassigned yardmasters to apply for bulletined positioned positions in yards in which they had no experience. The company official had pointed out that unassigned yardmasters would have little chance to familiarize themselves with work in other zones, which might be quite different from that in their own zone. He suggested that it would not be practicable to require such men to apply for bulletined regular assignments in zones other than their own. The union chairman, the company stated, had said that he would have no objection; and that the practice had then been established in the Toronto terminals, without, however, being authorized by any proper revision of the existing memorandum of understanding.

Under the circumstances, the company contended, Mr. Seager had "fully protected [his seniority] in accordance with applicable rules, agreed understandings and practices in effect at that time."

The company's answer to the union's second request has already been stated. Regarding the third request, the company, quoting the relevant article of the agreement, contended that certain excerpts showed that in negotiating the rule regarding the bulletining and filling of yardmasters' positions "both parties recognized that the supervisory nature of the position, the complexity of the work and the fact that methods of operation in individual yards in a large terminal are entirely dissimilar demand that in selecting an applicant merit and ability must be given first consideration."

The company further contended that "any concession of the nature requested by the employees would certainly result in forcing unassigned yardmasters and assistant yardmasters to take important assignments which they are not properly qualified to fill and do not desire, or to forfeit valuable seniority." This, the company argued, would not be in the interests of either of the parties.

The Board did not sustain the employees' first and second requests but it sustained the third.

Case No. 799—*Dispute between Canadian National Railways (Atlantic Region) and Order of Railroad Telegraphers,* ex parte, *over the abolition of the supervisory agent's position at Yarmouth, N.S., and the substitution of two positions, one of which was not bulletined to telegraphers.*

In 1955, the Canadian National Railways signed a memorandum of agreement with the Order of Railroad Telegraphers by which a position of supervisory agent was to be established at Yarmouth effective in December of that year.

In 1960, on the retirement of the incumbent of this position, the company told the union of its intention to reclassify the position as agent-operator, and to assign its supervisory duties to a new position of port agent, which the company proposed to establish. The port agent's position was not to come under the collective agreement with the Telegraphers. The union refused to agree to the company's proposal, and the company unilaterally put its plan into effect. The port agent's position was filled without relation to the collective agreement.

The union carried its claim to the Board, and when the Board was unable to reach a majority decision, it asked the Minister of Labour to appoint a referee, whose decision would become that of the Board.

The referee in his report said that there were three points on which the union could have contested the company's action. First, it could have disputed the company's right to abolish the position of supervisory agent; second, it could have disputed the company's right to divide the duties of that position between a position already recognized by the collective agreement and a new position; third, it could have disputed the company's right to establish the new position outside the collective agreement and outside the reach of the union.

In fact, the referee said, the union had chosen to confine its claim to a contention that the company had violated the collective agreement in failing to bulletin the new job. Therefore, he said, he was required to decide only this one point, and other matters mentioned by the union in its submission need not concern him.

The referee referred to the supplementary agreement signed by the company and the union in 1955, "by which they declared that effective December 16, 1955 the position of agent at Yarmouth 'will be designated as a supervisory agent, and be governed by rules and working conditions applicable to supervisory agents, *in accordance with agreement effective December 1, 1947; and supplements thereto . . .*'" (The emphasis was the referee's.)

The position of supervisory agent, he pointed out, was not expressly covered by the scope article of the agreement, either as it stood when the agreement was first made in 1947, or now. He held, however, that the classification had been brought into the agreement "by various supplements now incorporated therein." He remarked that the parties "are old hands at piecemeal adjustments in their relationships to accommodate new situations . . .

"The basic question in this dispute is whether the company is entitled, without the concurrence of ORT, to remove the job or any part of it from the grasp of the collective agreement," the referee said. Change of title was not in itself an issue. But "nowhere in the collective agreement is there any explicit provision for removal from its scope of any job that is or has been brought within it."

The company had made use of three arguments to support its right to establish the position of port agent outside the collective agreement, the referee noted. First, it urged that the marine operations involved in the non-schedule position did not constitute an integral part of its railway system (they related to supervision of the control of ferry terminals) and that the port agent did not perform work "generally recognized as that of a telegrapher."

The company asserted, as its second argument, that the ORT had recognized this in regard to a similar situation at Port aux Basques, Newfoundland, "where railway work and marine terminal work which for many years had been combined in the functions of a supervisory agent, were separated, and the ORT agreed to the establishment of a port agent, as an excluded classification, to handle the supervisory marine terminal work."

Thirdly, the company produced a letter of August 1960 in which the ORT had said that it "would be prepared to make this an appointive position with the only proviso . . . that it would have to be filled from the ranks of telegraphers."

Dealing with these arguments in reverse order, the referee pointed out that the ORT's letter had been written when the company's action on the reorganization at Yarmouth had already been taken and had been disputed by the union. "I do not see how this letter can work an estoppel against ORT when it was not acted on by the company, and when the situation now before me had already crystallized at the time the letter was written," he said.

"The Port aux Basques precedent would have had more persuasive effect if the company's action there had been carried through unilaterally. But it was not; the parties came to an agreement . . .," the referee said.

Coming to the company's first and main argument, he continued, "The scope rule [of the agreement] would be an understandable resort by the company if ORT were seeking in this case to insist that previously uncontrolled ferry terminal supervision work should be brought under the collective agreement. But the situation here is the reverse one of the company seeking to exclude, not some minor element or a few job elements, but all the duties of ferry terminal supervision which had been brought under collective agreement control by the special agreement of December 15, 1955. That agreement was not one for any fixed time which had expired; it was not geared to the working life of [the original holder]; and it was not qualified in its application by any distinction in the kinds of duties that belong to the collective agreement and those that are outside it."

Again the referee said, "Supervisory duties are involved in the port agent job, and if they were embraced in the job of supervisory agent as established on December 15, 1955, the company cannot justify their wholesale subtraction by creating a new job title . . .

"The conclusion is, in my view, inescapable that, granting the company's right to effect reorganization of functions and regroup them under new job titles, it can do so only within the frame of reference provided by the collective agreement. It follows that the job of Yarmouth port agent should have been bulletined . . . and there will be a direction that this be done forthwith."

Legal Decisions Affecting Labour

B.C. Court of Appeal rules on jurisdiction of provincial Superior Court over Canada Labour Relations Board. Ontario Court of Appeal holds that award of arbitration board under collective agreement is reviewable by courts; High Court rules Ontario Food Terminal Board is subject to Labour Relations Act

In British Columbia, the Court of Appeal held that the Canada Labour Relations Board exercises its jurisdiction throughout Canada and, although it sits in Ontario, its jurisdiction transcends provincial boundaries and operates without regard to them. Therefore, the Board may be subject to the jurisdiction of a provincial Superior Court in any province when the decision of the Board deals with matters arising in that particular province or affects parties domiciled in that province, or if the contracts of employment to be performed are within that province.

In Ontario, the Court of Appeal stressed the distinction between consensual and statutory arbitrators and held that an arbitration board constituted under a collective agreement and subject to the Ontario Labour Relations Act is a statutory board. Accordingly, the Court has jurisdiction to review its decisions and to remit them for reconsideration on *certiorari*.

In Ontario, the High Court, in upholding a certification order, ruled that the Ontario Food Terminal Board is not a Crown Agency and therefore is subject to the Ontario Labour Relations Act.

British Columbia Court of Appeal...

...rules B.C. Supreme Court has jurisdiction to hear application to quash federal board decision

On September 25, 1962, the British Columbia Court of Appeal allowed an appeal from the judgment of Mr. Justice Brown of the British Columbia Supreme Court (L.G., July 1962, p. 862) and ruled that the British Columbia Supreme Court has jurisdiction to hear a *certiorari* application to quash certification decisions affecting an employer and certain unions domiciled in British Columbia rendered by the Canada Labour Relations Board, sitting in the province of Ontario.

Three unions located and carrying on their business in British Columbia applied to the Canada Labour Relations Board at Ottawa under the Industrial Relations and Disputes Investigation Act for certification as the bargaining agents for three units of employees of Vantel Broadcasting Co. Ltd., which company carries on a broadcasting business at Burnaby, B.C. In due course, the Board certified the unions concerned as the respective bargaining agents for the company's employees.

The broadcasting company then applied to the Supreme Court of British Columbia for a writ of *certiorari* to bring up and quash the three certificates. The writ was refused on a preliminary objection taken by counsel for the Board that the Supreme Court of British Columbia had no authority over a federal Board located in the province of Ontario or its proceedings. The broadcasting company appealed the judgment.

Counsel for the Board argued that the Supreme Court of British Columbia, under Section 9 of the Supreme Court Act, has jurisdiction only in cases arising within the province, and that the court's process cannot be served, except where permitted by the Rules of Court, or be enforced beyond the territorial limits of the province; that the provincial Legislature has no authority under the B.N.A. Act to extend the jurisdiction of the court beyond the boundaries of the province; consequently, the Board which is located in Ottawa for all the purposes connected with the application and its proceedings, is beyond the reach of the Supreme Court of British Columbia and its processes, and there is no way in which

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the Board can be compelled to return its record consisting of the applications and certificates, or by which the Court can quash the Board's orders for certification.

The British Columbia Court of Appeal did not accept these arguments and held the British Columbia Supreme Court to be competent to consider the application for *certiorari* to quash the certification orders issued by the Canada Labour Relations Board. The main reasons for the judgment were as follows:

Under the B.N.A. Act, the Legislature of a province cannot, in matters otherwise falling within its authority, extend the power of the provincial courts beyond the territorial limits of the province, although it may permit some processes to be served *ex juris*. But, the jurisdiction of the Supreme Court of British Columbia is not confined to matters falling within the competence of the provincial legislature. As a superior court of general jurisdiction it is charged by the B.N.A. Act (subject to statutory exceptions) with the administration of all the laws of the land, including laws made by Parliament and by the Legislature. In administering law falling within the legislative competence of the Parliament of Canada, the provincial courts may be freed to some degree by the B.N.A. Act or the terms of dominion legislation from the territorial limitations otherwise imposed upon the exercise of their jurisdiction. Further, by implication, the B.N.A. Act has, in some degree, enlarged territorially the power of provincial courts to supervise and control federal boards by means of the prerogative writs.

For the purpose of enforcing ordinary civil rights that fall within provincial legislative authority under Section 92 of the B.N.A. Act, and of determining the jurisdiction of the provincial courts over non-residents in respect of those matters, the rules of private international law apply, and, in that respect, there is no difference between the relation of the province of British Columbia to another province of Canada, and the relation of British Columbia to a foreign state; each is in those matters, *vis-a-vis* the other, a foreign and a sovereign state in which the choice of the applicable law and the jurisdiction of the respective courts are settled by the principles of private international law.

But, those principles of private international law have no bearing upon an application to a provincial court for a prerogative writ against a board set up by the Parliament of Canada to act throughout Canada. The rules of private international law are used to solve difficulties concerning the conflict of laws and the competing jurisdiction of courts of sovereign states; they have little bearing upon the special problem arising in Canada under our particular scheme of confederation concerning which court may exercise supervision and control by a prerogative writ over a federally constituted Board. The solution of this problem lies in the proper application of the provisions of the B.N.A. Act and the relevant statutes.

The scheme of the B.N.A. Act is to leave the supervisory jurisdiction of provincial superior courts over federal boards in the courts of the province in which the matter arises and where the board's order operates.

The Canada Labour Relations Board, established under the Act of Parliament of Canada, exercises its jurisdiction throughout the whole Dominion. Although it may sit in Ottawa, it pays no attention, in matters such as the one under review, to provincial boundary lines, and operates without regard to them. It is not a foreign or a truly extra-provincial body. That being so, it is quite wrong to localize the Board in the province of Ontario, simply because its head office happens to be there, for the purpose of determining which provincial court has jurisdiction over it. For this purpose, the Board must be taken to be in the province in which it is exercising some aspect of its jurisdiction, or where its orders operate, and to be subject to the courts of that province.

The jurisdiction to grant the writ of *certiorari* in the case at bar must be in one or more of the provincial superior courts, for the Exchequer Court of Canada, established by Parliament under the authority of Section 101 of the B.N.A. Act, is a statutory court which has only the powers with which Parliament has endowed it, and no common law jurisdiction. It does not have jurisdiction to issue a writ of *certiorari* in a case under consideration. In the circumstances of the case at bar, the only provincial courts that might have jurisdiction are the Supreme Court of British Columbia and the High Court of Ontario.

In the case of the Supreme Court of British Columbia, it can have jurisdiction under the common law and Section 9 of the Supreme Court Act only if the matters in respect of which the *certiorari* is sought arise in the province. In the case at bar these matters do arise in the province of British Columbia; the certificates were granted to local unions within the province; they affect employees and employers within the province, and contracts of employment to be performed are entirely within the province. Consequently, the case at bar is

clearly within the territorial jurisdiction of the Supreme Court of British Columbia.

Regarding the enforcement of the provincial court's writ and judgment on a federal board sitting outside the province, one judge of the Court of Appeal expressed the opinion that the writ of *certiorari* and an order quashing the certifications in the case under review (if such an order should be made) would, in the first place, constitute authority for the Board to make the return required by the writ, and to make the necessary entries on its own records, i.e., by withdrawing its certifications so that its records may conform with the decision rendered by the court.

In the second place, there is presently no machinery by which a court of British Columbia can, against the Board or its members, directly enforce obedience or punish disobedience to one of its writs or orders by civil process operating in another province, although, in an appropriate case, a charge of disobeying a lawful order of the Supreme Court of British Columbia might be laid against the members of the Board in the courts of Ontario.

But the lack of any process by which the Supreme Court of British Columbia can directly enforce obedience or punish disobedience is not decisive. The federal boards are boards answerable to the dominion Government or Parliament. It is unthinkable that the dominion Government would tolerate one of its boards' disobedience of an order of a provincial court.

But, if it did, there might be little a court could do about it, even in its own province, because the actual execution of its writs, orders and judgments lies, not in its hands, but in the hands of sheriffs and marshals, the gaolers, and others, who are employees of the dominion or provincial Governments. If either of these governments should instruct the responsible officer not to enforce or obey an order of the court, the officer would obey the instructions of the Government that employs him and pays his salary.

The truth of the matter is that the effectiveness of judgments and orders of the courts against governments and government boards depends on the traditional respect that the governments pay to the courts, and not upon legal sanctions for disobedience. The ultimate sanctions for government disobedience to judgments and orders of the courts are not legal, but political. The lack of any power to enforce directly a court's writ or judgment in cases such as this under review, or to punish disobedience, is beside the mark. The court must assume that governments and government bodies will obey, for if they do not, tyranny will supplant the rule of law.

The Court of Appeal, in a unanimous decision, allowed the appeal, set aside the order dismissing the application for a writ of *certiorari* on the preliminary objection, and remitted the application to the court below to be disposed of on the merits. *Vantel Broadcasting Co. Ltd. v. Canada Labour Relations Board et al,* (1962), 40 W.W.R., Part 2, p. 95.

Ontario Court of Appeal...

...rules arbitrators under collective agreement constitute statutory board, decisions reviewable

On June 22, 1962, the Ontario Court of Appeal remitted an arbitration award under a collective agreement to the arbitrators for redetermination because the arbitrators relied upon evidence extrinsic to the provisions of the collective agreement and this constituted an error in law appearing upon the face of the award. The Court held that arbitrators acting under a collective agreement constitute a statutory board and, accordingly, the Court has jurisdiction to review their award on *certiorari.*

On November 26, 1960, a board of conciliation constituted pursuant to the provisions of the Ontario Labour Relations Act was successful in achieving a solution of the differences between the Civic Employees' Union, Local No. 43, and the municipality of Metropolitan Toronto, concerning the terms to be incorporated in a new collective bargaining agreement between them. On that day, the negotiating committees of the parties concerned executed a memorandum of agreement upon terms to be recommended for inclusion in the collective agreement. Accordingly, on December 29, 1960, a formal collective agreement was signed between the parties concerned.

That agreement contained certain retroactive features and the extent and application of those retroactive features later became the subject of differences between the parties. In due course, a board of arbitration was constituted. The personnel of the board of arbitration as selected were the same as the personnel of the board of conciliation previously appointed under the Act.

On September 7, 1961, the arbitration board issued a majority award dismissing the union's grievance. The arbitration board arrived at its conclusion by relying upon the words of the "agreement to recommend" of November 26, 1960, and did not confine itself, in determining the grievance, to the actual provisions of the collective bargaining

agreement of December 29, 1960. The union then moved for an order setting aside the arbitration award.

On December 20, 1961, the trial judge rendered his decision, in which he stated that the collective agreement of December 29, 1960, which governed the determination of grievances between the parties, required the payment by the municipality of Toronto of the retroactive increases in wages to some employees temporarily laid off, and ordered such payments; if the municipality of Toronto was unwilling to make such payments, the union was entitled, upon application to the Court, to an order quashing the arbitration award.

The trial judge concluded that the grievance should not be considered as an application for interpretation of the agreement between the bargaining committees of November 26, 1960, but it was a grievance for enforcement of the actual collective bargaining agreement of December 29, 1960, as the union viewed the relative provisions of that agreement; that the collective bargaining agreement was free from ambiguity and that it was not permissible in its interpretation and application to refer to or rely upon the previous agreement between the negotiating committees.

Before the Court of Appeal, counsel for the municipality of Toronto submitted that, because the union in the terms of grievance referred to the agreement by the negotiation committees, the board was necessarily referred to the agreement between the committees and, accordingly, what the board did was not an error in law warranting interference with the award.

Mr. Justice Aylesworth, who rendered the judgment of the Court of Appeal, disagreed. He was of the opinion that while the grievance was somewhat unhappily phrased, there was no right or procedure provided between the parties for the arbitration of grievances except by the terms of the collective agreement itself. The method by which the personnel of the board was determined was that provided in the collective agreement. The entire proceeding before the board went forward as a grievance brought to arbitration pursuant to the right to do so provided by the collective agreement. There was no other suggested basis for the arbitration, although the arbitrators were at fault in the manner in which they attempted to discharge their duties.

Mr. Justice Aylesworth also disagreed with the contention that as the grievance had not been filed in compliance with the provisions of the collective agreement, the submission to arbitration was a nullity and the appropriate remedy was by way of action for a declaration of nullity.

Further, the municipality alleged ambiguity in the collective agreement and by reason of such alleged ambiguity sought to support the action of the board in basing its decision upon evidence extrinsic to the provisions of the collective agreement. In Mr. Justice Aylesworth's opinion, there was no ambiguity in the collective agreement and, accordingly, no justification for any such reference by the arbitrators to the agreement of November 26, 1960, or to any other such extrinsic evidence. For the arbitrators to do so was error in law appearing upon the face of their award.

Finally, with regard to the submission that there is no power in the court to remit the award of the arbitrators, Mr. Justice Aylesworth traced the historical development of the law pertaining to awards of arbitrators and to the prerogative remedy of *certiorari*. He pointed out the distinction between arbitration as known to the common law and a statutory board of arbitration compulsorily established.

At common law, arbitration was the voluntary submission by parties to a dispute of their differences, not to a court of law, but to a tribunal of their own choice. The court never issued its prerogative writ of *certiorari* to such arbitrators and the power to interfere with their awards was greatly limited. At common law, the court had no power to remit an award; only if the award was made a rule of court could the award, on a motion to the court, be set aside for misconduct of the arbitrator on the ground that it was procured by corruption or other undue means. In *Simpson v. Com'rs of Inland Revenue* (1914), 2 K.B. 842 at p. 846, Mr. Justice Scrutton stated:

> At common law there is no power to remit an award to an arbitrator. This difficulty was first avoided by agreement between the parties that the award should be made a rule of Court. Then by the Common Law Procedure Act, 1854, and afterwards by the Arbitration Act, 1889, provision was made for this purpose.

The English Common Law Procedure Act of 1854 was followed in 1856 in the province of Ontario by the enactment of a provision corresponding to the provision regarding remission to arbitration contained in Section 8 of the English Act. This provision was re-enacted in "An Act to regulate the procedure of the Superior Courts of common law and of the County Courts" in 1859 and later appeared in the Common Law Procedure Act of Ontario in 1877, where in Section 213 it had been stated:

> In case, in any reference to arbitration, whether under this Act or otherwise, the submission is made a rule of any Court, such Court or a Judge thereof may, at any time, and from time to time, remit the matters referred, or any or either of them, to the reconsideration

and re-determination of the Arbitrator or Arbitrators or Umpire, as the case may require, upon such terms as to costs and otherwise as to the said Court or Judge seem proper.

Later, Section 213 was consolidated to reappear as Section 37 of the Arbitration Act of 1887, and the Common Law Procedure Act (except three sections thereof wholly inapplicable to the case at bar) was repealed. Provisions corresponding to those in that statute concerning arbitration, together with the provisions of an Act respecting the Costs of Arbitration (1877), appeared as a consolidated Act, An Act respecting Arbitrations and References, in 1887. The latter Act was re-enacted in 1897 and consolidated the same year as the Arbitration Act of 1897; the Act in its present form, save as to some minor amendments, first appeared in 1909. By virtue of Section 34 (10) of the Labour Relations Act, the present Arbitration Act has no application to arbitrations under collective agreements. The legislative history traced above deals with common law arbitration only.

In England, as in the province of Ontario, and in contrast to consensual arbitrators, many statutory, that is to say compulsory, arbitral tribunals have come into being, Mr. Justice Aylesworth continued. Before the English Common Law Procedure Act of 1854, the courts did not differentiate in the remedies to be applied concerning awards of the one or the other kind of arbitrator and, after the enactment of that Act and later after the enactment of the Arbitration Act in 1889, the awards of either kind of arbitrator were accorded equal treatment by those statutes.

Some statutory boards, however, were not amenable to the provisions of the statutes, either by reason of the special provisions of the Act creating the particular board or because such Act specifically provided that the Common Law Procedure Act or the Arbitration Act, as the case might be, had no application. In such event, the Courts still exercised control over such boards discharging judicial functions, as contrasted with functions purely administrative in character, through the old prerogative writs of prohibition, *mandamus* and *certiorari*.

In *Russel on Arbitration*, 15th ed., (1952), p. 162, it is stated:

> Statutory Arbitration. In the case of a statutory arbitrator, the normal procedure (i.e., the provisions of the English Arbitration Acts) may not be applicable, or the statute concerned may exclude it. The courts will then have recourse to prerogative orders; thus *mandamus* will lie to a statutory arbitrator, and so will prohibition.

In *Re International Nickel Co. of Canada & Rivando* (L.G. 1956, p. 1155), the Ontario Court of Appeal held that arbitrators acting under a collective bargaining agreement are a statutory board and that their awards, in contrast to those of consensual arbitrators, may be brought up on *certiorari*.

In *R. v. Northumberland Compensation Appeal Tribunal, Ex. p. Shaw*, (1952), 1 K.B. 338 at p. 351, Lord Justice Denning said:

> . . . The Court of King's Bench has an inherent jurisdiction to control all inferior tribunals, not in an appellate capacity, but in a supervisory capacity. This control extends not only to seeing that the inferior tribunals keep within their jurisdiction, but also to seeing that they observe the law. The control is exercised by means of a power to quash any determination by the tribunal which, on the face of it, offends against the law. The King's Bench does not substitute its own views for those of the tribunal, as a Court of Appeal would do. It leaves it to the tribunal to hear the case again, and in proper case may command it to do so. When the King's Bench exercises its control over tribunals in this way, it is not usurping a jurisdiction which does not belong to it. It is only exercising a jurisdiction which it has always had.

Mr. Justice Aylesworth noted that there was no one law of *certiorari* for England and a different one for Canada. The law of England and the law of Ontario relative to *certiorari* are the same.

In conclusion, concerning the submission that the Court has no power to remit the award in the case at bar, Mr. Justice Aylesworth stated that the Court would have such power under the Arbitration Act were it not for the excluding provisions of Section 34(10) of the Labour Relations Act; altogether apart from any such statutory power of remission, and since there was error in law on the face of the award, the Court may order the award of the statutory Board in question to be brought before it on *certiorari* and remit the award to the Board for reconsideration and redetermination and, if necessary, grant a *mandamus* for that purpose.

The Court of Appeal allowed the appeal and remitted the arbitration award to the arbitrators for their reconsideration and redetermination pursuant to the terms of the collective agreement of December 29, 1960. *Re Civic Employees' Union No. 43 and Municipality of Metropolitan Toronto*, (1962), 34 D.L.R. (2d), Part 10, p. 711.

Ontario High Court...

. . . rules Ontario Food Terminal Board, being an employer, is subject to Labour Relations Act

On August 20, 1962, Mr. Justice Schatz of the Ontario High Court, in *certiorari* proceedings, upheld a certification order

issued by the Ontario Labour Relations Board and held that the Ontario Food Terminal Board established under the Ontario Food Terminal Act is not an agent of the Crown either under the Crown Agency Act or under common law principles, and hence, being an employer, is subject to the Labour Relations Act.

On June 6, 1961, the Ontario Labour Relations Board certified Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers as a bargaining agent of all employees (except certain persons) of the Ontario Food Terminal Board in Metropolitan Toronto.

The Board applied to the Court, in *certiorari* proceedings, to quash the certification order on the ground that the Board is a Crown agency within the meaning of the Ontario Crown Agency Act and at common law, and therefore not subject to the Ontario Labour Relations Act.

There is no provision in the Ontario Labour Relations Act nor in the Ontario Food Terminal Act (under which the Board in question was established) that would make the provisions of the Labour Relations Act applicable to the Board.

In order to establish whether the Board in question is a Crown agency, it was necessary for the court to determine whether the Board is "owned, controlled or operated by Her Majesty in right of Ontario, or by the Government of Ontario, or under the authority of the Legislature or the Lieutenant Governor in Council" either under the Crown Agency Act or at common law.

The examination of the powers of the Board and its position under the Act constituting it led the Court to the conclusion that the Ontario Food Terminal Board is neither owned, controlled nor operated by the Crown or by the Government of Ontario or under the authority of the Legislature or of the Lieutenant Governor in Council, and is thus outside of the prescription of Section 1 of the Crown Agency Act quoted above.

Further, the examination of the relevant legal decisions led the Court to the conclusion that the amount of control exercised by the Crown over the functioning of the Board is not such as to make the Board a Crown agency under the common law.

The Court dismissed the Board's application and upheld the certification order issued by the Ontario Labour Relations Board. *Regina v. Ontario Labour Relations Board, Ex Parte Ontario Food Terminal Board,* (1962), 35 D.L.R. (2d), Part 1, p. 6.

Recent Regulations under Provincial Legislation

British Columbia increases minimum wage in manufacturing, mercantile and hotel and catering industries. New Brunswick sets minimum wage in forest industry

In British Columbia, three new orders issued by the Board of Industrial Relations set a minimum wage of $1 an hour for employees in the manufacturing, mercantile and hotel and catering industries, with provision for lower rates during the first three months of employment in the industry. The orders also require the payment of time and one-half the regular rate after 40 hours in a week.

In New Brunswick, a minimum wage of $1.05 an hour was established for time workers in forestry and logging operations, effective April 1, 1963.

In Alberta, the CSA Code for oil burning equipment was adopted with some modifications.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued three new orders increasing the minimum wages of men and women in the manufacturing, mercantile and hotel and catering industries to $1 an hour with provision for lower rates during the first three months of employment in these industries. Another new feature is the requirement to pay overtime after 40 hours in a week.

Before the orders were issued, the Board held hearings at Vancouver and Kelowna and received representations from a number of interested parties.

The new orders were gazetted as B.C. Reg. 163/62 to 165/62 on November 29 and went into force on January 1.

Coverage

The coverage of the orders is unchanged. The new order for the hotel and catering industry (B.C. Reg. 163/62) applies to hotels, lodging houses, clubs, restaurants, hospitals, nursing homes and other places where lodging is furnished or food is

cooked, prepared or served, for which a charge is made, including kitchens in connection with industrial or commercial establishments, office buildings or schools.

All employees in such places are covered except graduate nurses, student nurses and students employed in the schools in which they are enrolled. Pages are exempt from some of the minimum wage provisions but are subject to other provisions of the order.

The revised order for the manufacturing industry (B.C. Reg. 164/62) covers all operations in or incidental to the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, installing, or adapting for use or sale any article or commodity.

As formerly, the order for the mercantile industry (B.C. Reg. 165/62) governs all employees in the wholesale or retail trade.

All three orders exclude employees subject to another order and persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act.

Minimum Rates

As indicated above, the general minimum now applicable in these three industries is $1 an hour. Previously, the orders for the wholesale and retail trade and for the hotel and catering industry set a general minimum of 65 cents an hour. In the manufacturing industry, the minimum for experienced employees was 65 cents an hour for women and 75 cents for men.

In line with the usual practice, some exemptions from the $1-an-hour minimum are provided. Although learners rates as such are no longer referred to, an employee may be paid at a lower rate during the first three months of employment in any of these industries without the employer's having to obtain a permit from the Board. (A month's employment is defined as a period of 22 working shifts.) During the first month, the minimum now payable in the three industries is 85 cents an hour. In the second month, the minimum is 90 cents an hour and in the third month, 95 cents an hour.

Formerly, the order for the manufacturing and mercantile industries authorized lower rates for learners with permits from the Board, the minimum being 45 cents an hour in the first two weeks of employment in these industries, 50 cents in the second two-week period and 55 cents in the third.

An exception is again made for a part-time worker, apprentice or handicapped employee with a permit from the Board to work for less than the prescribed minimum wage. Such an employee must be paid the rate specified in the permit.

Overtime

A new feature of the orders is that they require the payment of time and one-half the regular rate after 8 hours in a day and 40 hours in a week. Previously the overtime rate was payable after 8 hours in a day and 44 hours in a week.

An exception from the 40-hour standard is permitted in places where, in accordance with the Hours of Work Act, the Board has approved an agreement between the employer and the employee to average hours over a fixed period. In such cases, an employee must be paid the premium rate for hours worked in excess of an average of 40 hours a week in the specified period.

Daily Guarantee

The daily guarantee provisions are similar to those in other British Columbia minimum wage orders. An employee must be paid at his regular rate of pay for the entire time spent at his workplace in response to a call, with a minimum of two hours pay for reporting for work and of four hours if he commences work, subject to the usual qualifications.

School students reporting for work on a school day must receive at least two hours pay.

Hours

Subject to the exceptions provided in the Hours of Work Act, hours may not exceed 8 in the day or 44 in the week.

In the hotel and catering industry, however, employees may work up to 9 hours in a day in case of emergency provided the 44-hour weekly limit is not exceeded.

Weekly Rest

Every employee must be given a weekly rest of 32 consecutive hours. In the exceptional cases where this is unsuitable, the Board may approve a different arrangement upon the joint application of the employer and the employee.

General Provisions

The three orders contain the usual provisions respecting semi-monthly pay, the posting of orders and work schedules and the keeping of records and employee registers.

Special Provisions, Hotel and Catering Industry

As before, the order for the hotel and catering industry forbids an employer to require an employee, as a condition of his employment, to partake of meals or

make use of lodging provided by the employer. If the employee voluntarily agrees, however, to accept board or lodging from the employer and if, in the opinion of the Board, the meals are inadequate, the lodging is unsuitable or the charge or deduction is unreasonable, it may require the employer to adjust the rates charged.

Charges or deductions from employees' wages for accidental breakages are again prohibited.

As formerly, employers in the hotel and catering industry are required to provide suitable restrooms and adequate toilet and washroom facilities for their employees. If an employer fails to provide proper facilities, the Board may order him to make the necessary changes within a specified time.

New Brunswick Minimum Wage Act

An order of the New Brunswick Minimum Wage Board establishing a minimum wage of $1.05 an hour for time workers in forest and logging operations was gazetted November 28 and is to go into force on April 1, 1963.

According to press reports, the Minister of Labour stated that, before issuing the order, the Board had conducted about six months research into the forest industry, with particular emphasis on the economic impact of minimum wages on the industry. Detailed analyses and comparisons of wage levels, markets, production techniques and changing patterns in the industry were made, the Minister said.

Coverage

The coverage of the new order is similar to that of the Quebec forestry order (L.G., June 1962, p. 734). It governs all forestry operations including: road building and other construction and maintenance work, forest improvement work, reforestation projects, driving operations, forest fire protective work and clearing operations. Caterers, contractors, subcontractors and intermediaries connected with any of the above operations are specifically covered, as well as mills and other places producing lumber to be used exclusively in logging operations.

The order also covers all logging operations, including cutting, transportation, loading of wood on boats or railroad cars, and barking and slashing of wood before loading on boats or cars, but does not include the processing of wood outside the forest.

All employees in forestry and logging operations are covered except: officers, officials and persons employed in a confidential capacity; crown employees; workers employed in mills or places where the wood is worked or processed, except employees in sawmills producing lumber for exclusive use in logging operations; persons engaged in transporting lumber outside the forest; and emergency fire fighters.

Minimum Rates and Overtime

The $1.05-an-hour minimum for time workers is based on a 9-hour day, 54-hour week. One and one-half the minimum rate must be paid for all hours worked in excess of 54 hours in a week. The minimum overtime rate will not apply to stream driving until June 1, 1963, however.

Pieceworkers are to receive at least $9.45 for a nine-hour day. Since their hours are not fixed, pieceworkers are not entitled to overtime.

Deductions

An employer may not charge an employee more than $1.65 a day for board and lodging. The maximum charge for single meals is 55 cents.

Pay Periods

The order stipulates that all employees in forest and logging operations must be paid at least once a month.

Annual Review

The order will be reviewed annually.

Alberta Fire Prevention Act

Alberta has replaced its regulations designed to ensure the safe operation of oil burning equipment. Alta Reg. 565/62, issued under the Fire Prevention Act, adopts, for the first time, the Canadian Standards Association Standard B139-1962, *Installation Code for Oil Burning Equipment,* with some modifications. Gazetted October 31, it rescinds Alta. Reg. 655/57.

The modifications are in respect of certain provisions of the Code relating to permits and to the stipulation that oil burning equipment must not be installed unless approved by a recognized testing laboratory. The latter provision will not apply to portable oil burning equipment and brooder oil burners until one year after the regulations came into force, provided, however, that these types of equipment are acceptable to the Fire Commissioner or his officials.

The regulations further provide that no person may sell or offer for sale an oil burner or oil burning equipment unless it is approved by an acceptable testing agency.

This provision does not apply to portable oil burning equipment or brooder oil burners during a period of one year after the regulations came into force.

An obligation is imposed on the seller, installer and user of oil burners and oil burning equipment to give the Fire Commissioner whatever information he may require with respect to the manufacturer, place of manufacture, trade name, certification of approval, and literature concerning the sale and installation of such equipment.

New Farm Safety Regulations In Great Britain

Great Britain has issued new regulations designed to protect farm workers against the risks of bodily injury while working at field machines in agriculture. A field machine is defined to mean any machine used in agriculture other than one for stationary use only.

The regulations, cited as the Agriculture (Field Machinery) Regulations, 1962, were made under the Agriculture (Safety, Health and Welfare Provisions) Act, 1956, which is administered by the Department of Agriculture, Fisheries and Food in England and Wales and by the Secretary of State in Scotland.

The most effective way to reduce accidents to agricultural workers to the minimum is to ensure that suitable guards and other safety devices are incorporated when the field machine is manufactured, thus preventing an employer from acquiring a new machine that is unsafe. It is also important to ensure that field machines rented to employers are suitably guarded. The regulations include provisions to achieve both these objectives.

To this end, effective from July 1, 1964, no person may sell to a purchaser for use in agriculture in Great Britain any field machine that is being sold for the first time, unless it complies with the safety requirements contained in Part II of the regulations.

A similar prohibition with regard to renting provides that no person may let on hire for use in agriculture in Great Britain any field machine that does not comply with the requirements of Part II. The effective date on which this provision applies to a particular type of field machine is determined by the category in which it falls in Schedule 2.

The regulations will come into effect in several stages in order to facilitate the redesign of new field machines to be sold on or after July 1, 1964, and the remodelling of machines that are not new to meet the standards prescribed. Certain general requirements that were practical to apply immediately to field machines came into force in 1962. All provisions relating to new field machines will be in effect by July 1, 1964. A field machine is new if its first sale since manufacture, to a purchaser for use by him in agriculture, is made on or after July 1, 1964. Field machines that are not new are divided into five categories and the main regulations governing them come into force at various dates between July 1, 1964 and January 1, 1968. The five classes of field machines and the dates on which the regulations come into operation are set out in Schedule 2.

A field machine is defined to mean any machine used in agriculture other than one for stationary use only.

Main Part of Regulations

The main part of the regulations (Part II) consists of provisions designed to make the machine, including its components and associated equipment, safe for the worker to operate. The employer of a worker employed in agriculture is prohibited from causing or permitting him to work at a field machine that does not comply with these requirements.

In addition to specific requirements for the protection of workers against risks arising from the use of field machines generally, the regulations lay down definite rules for the guarding of the machine. The latter apply to certain types of field machines (power-driven potato spinners, chain saws, rotary hedge cutters and pick-up balers) and to a number of component parts of all field machines (such as shafting, pulleys, flywheels, etc.); they require the machine or component part to be so situated or guarded as to protect workers from coming in contact with it directly or by means of their clothes.

The regulations provide also for the proper maintenance of machinery, for properly constructed standing platforms, seats and footrests, and for a safe and convenient means of mounting and dismounting from a machine. They also require a device to be provided by which a machine may be quickly stopped.

Details of Requirements

The provisions concerning the guarding of components of field machines are applicable to shafting, pulleys, flywheels, gearing, sprockets, belts, chains, wings or blades of fans, and the reciprocating parts of field machines. There are certain exclusions. A component that is power-driven or operated by a ground wheel must be so situated or guarded that the worker is protected from coming in contact with it. Conveyor belts or chains must be properly guarded at run-on points and elsewhere to protect the worker from injury.

Other provisions relating to specific field machines lay down detailed requirements for the guarding of the machine. These apply to the digging reel of a power-driven potato spinner, chain saws, whether designed for operation by one or more persons, hedge cutters and pick-up balers.

The guarding of the operative parts of certain power-driven field machines is also provided for, i.e., those with rotating knives, tines, flails or other similar parts operating in or near the ground. A guard must cover the operative parts of the machine and must be installed as near to them as possible. Special provisions apply to operative parts that rotate in a vertical or horizontal plane, or nearly so.

Unless the cutter bar of a field machine has a reel extending at least one foot over the fingers, the points of the fingers must be completely and securely guarded, except when the cutter bar is in use or is being repaired or adjusted.

Every prime mover (engines or motor) must be fitted with a device to stop it quickly. The device is required to be readily accessible to the driver or worker operating the machine at the normal operating position, to be operable with light manual pressure, and to have its purpose and method of operation clearly indicated. When the device is set in the "off" or "stop" position, it must not be possible to restart the prime mover without resetting the device manually.

Every manually operated device fitted to a self-propelled field machine to lock the differential gear of the mutually opposite driving wheels must be so designed that the position of the controlling mechanism clearly indicates to the driver whether or not the gear is locked.

Every manually operated cock or valve that operates or isolates any part of the hydraulic or pneumatic system of a field machine must have an indicator to show the effect of movement of the cock or valve.

Every two-wheeled machine with a drawbar must, under specified conditions, be fitted with a jack to raise and lower the drawbar and to prevent it from falling.

To eliminate the hazards of pointed hooks and spikes, the regulations prohibit their use in attaching any bag or container to a field machine.

Every field machine (other than a trailer) on which a worker may have to stand during its operation must have a platform, constructed according to specifications, affording the worker adequate and flat standing space and a firm foothold, and the platform must be fitted with toeboards, guard rails and other safety devices.

To protect the worker from falling off and from getting his feet and legs injured, every field machine on which a worker sits while it is being operated must be fitted with a seat of adequate strength, which either has a backrest or is so shaped as to protect the worker from slipping from the seat. Footrests are also required to prevent contact of the worker's feet with any moving part of the machine, including ground wheels or track gear. If the ground wheel or track gear is adjacent to a seat or footrest, it must also be fitted with a guard to protect the worker's legs and feet.

To prevent the worker from falling in getting on and off the machine, especially in the case of higher machines, every field machine on which the worker is required to work more than 21 inches from the ground must have a suitable mounting step, not more than 21 inches high, combined with a handhold.

The detachment or failure of towing devices during the movement of field machines can result in serious injury to the driver of the prime mover itself or to a worker on the machine being towed. The regulations require, therefore, that towing devices used in connection with a field machine must be so constructed, fitted and maintained as to be secure for the purpose. Where a coupling pin is used, it must be firmly secured in position.

Proper maintenance of field machinery is important to ensure that accidents do not occur due to failure to detect defective parts. Every field machine must be so maintained that it is safe for the worker to use it. Safety devices must be of adequate strength, and properly secured in position and maintained.

Dangerous Acts

Workers and other persons are prohibited from doing certain dangerous acts. A worker may not ride on the drawbar of a field machine while it is towing or propelling

(*Continued on page 73*)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants at end of October up by more than 20 per cent from number at end of September, statistics* show. Payments during month up 25 per cent

Claimants for unemployment insurance benefit numbered 244,100 on October 31. This figure was more than 20 per cent higher than the end-of-September total of 197,800, but was nearly 10 per cent less than the 268,700 reported on October 31, 1961.

More than 80 per cent of the increase since the previous month was made up of males.

Initial and Renewal Claims

Initial and renewal claims filed in October numbered 150,400, which was more than 50 per cent greater than the total of 98,300 in September, but 5 per cent less than that of 158,100 in October last year.

The increase in initial and renewal claims between September and October this year was considerably greater than during the same period last year, when it was 30 per cent. Monthly averages of claims, however, have been consistently lower this year than last year.

About 142,800, or 95 per cent, of the 150,400 claims filed during October arose out of separations from employment during the month, which was practically the same proportion as in September.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in October wast estimated at 152,900, compared with 142,600 in September, and 173,300 in October 1961.

Payments during the month amounted to $15,800,000, which was about 25 per cent more than the total of $12,700,000 in September, but nearly 10 per cent below the $17,100,000 reported in October 1961.

The average weekly payment was $23.42 in October, $23.36 in September, and $23.52 in October last year.

* *See* Table E-1 to E-4, p. 97.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Reports for October showed that insurance books or contribution cards had been issued to 4,765,978 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At October 31, registered employers numbered 337,244, a decrease of 61 since September 30.

Enforcement Statistics

During October, 9,907 investigations were conducted by enforcement officers across Canada. Of these, 6,054 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 200 were miscellaneous investigations. The remaining 3,653 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 268 cases, 67 against employers and 201 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,536.*

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in October totalled $30,065,935.05, compared with $28,446,807.50 in September and $29,356,750.29 in October 1961.

Benefits paid in October totalled $15,753,718.61, compared with $12,664,200.98 in September and $17,115,047.91 in October 1961.

The balance in the Fund on October 31 was $89,928,587.38; on September 30 it was $75,616,370.94 and on October 31, 1961 it was $154,737,081.07.

Monthly Report on the Operations of the National Employment Service

The number of vacancies notified by employers to local employment offices, and the number of placements effected, declined seasonally during the three months ended November.

But placement totals, compared with the same month in all previous years since 1945, continued to set records for each month.

In November 1962, some 108,400 placements were effected—10.1 per cent higher than the same month in 1961, 39.8 per cent higher than in 1960, and higher than in any November since 1945. Some 75,000 of these placements were of men, a total 6.5 per cent higher than last year's. Placements of women increased by a substantial 18.9 per cent over November 1961.

The regions' share in the improvement in placements varied considerably. The Atlantic Region recorded a decrease. Percentage changes over November 1961, by regions, were as follows:

Atlantic	—10.6
Quebec	+11.1
Ontario	+16.5
Prairie	+ 4.0
Pacific	+ 7.8

Some 4,350 of the placements effected in November involved the movement of workers from one local office area to another. This total, as with placements generally, although reflecting a seasonal reduction, represented a year-to-year increase.

Vacancies notified to local offices during November followed much the same pattern as placements. The 130,700 vacancies were an increase of 6.9 per cent over November 1961. Vacancies for women amounted to some 43,800, a total 13.9 per cent higher than that last year and significantly higher than the 3.7-per-cent increase in vacancies for men, which totalled some 86,900 in November.

Up to November, a cumulative 1962 total of some 1,456,000 vacancies had been notified to local employment offices, an increase of 20.7 per cent over the corresponding 11 months in 1961. The 1962 eleven-month total was higher than for any corresponding period since 1947.

Cumulative total placements, January to November 1962, amounted to approximately 1,238,600, which was 21.0 per cent higher than the total in the corresponding period of 1961 and higher also than in the same 11 months in any year since 1945.

In summary, labour demand as reflected in the operations of the National Employment Service has been strong throughout the year, and although tapering off in the normal seasonal fashion, it remains at a significantly higher level than in previous years.

82nd Meeting, National Employment Committee

The National Employment Committee at its 82nd meeting expressed strong approval of the Treasury Board's act, at the instigation of Hon. Michael Starr, Minister of Labour, in inserting into contract forms between federal government departments and contractors the clause requiring recruitment of labour for all government contracts exclusively through the NES.

This step had been proposed by the Moncton local employment committee, and passed by the Atlantic regional employment committee to the National Employment Committee, who in turn submitted the proposal to the Minister.

The Committee urged that steps be taken to ensure that the National Employment Service's staff needs shall continue to be met, in view of the special and direct contributions the NES has to make in organizing the work force and increasing employment.

Although it recognized the necessity for controls, under the Government's present program, on the filling of vacancies in the Civil Service, the Committee was unanimous in stressing the importance of maintaining NES staff at the most effective level possible in order to carry out its employment responsibilities.

The Committee, as a result of its study of the question whether the NES is adequate in the light of present-day conditions, resolved that the National Employment Service was to be commended on the general efficiency of its operations with the resources at present at its command, but that improved and augmented services in a number of specialized areas could add greatly to its effectiveness. Such expansion should be kept in mind in all future planning for the NES, the Committee said.

The National Employment Committee consists of representatives of employers' and employees' organizations, and of national organizations of women, veterans, agriculture and welfare. The Committee's function is to advise and assist the Unemployment Insurance Commission in carrying out the operations of the National Employment Service, and to meet with the Commission and with officers of the NES at frequent intervals to submit recommendations on the NES and to consider reports from the Commission.

Inclusion in the Committee membership of a representative of national educational organizations was urged, and the National Employment Service was requested to negotiate the matter further with the Canadian Education Association.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2072, November 15, 1962

Summary of the Main Facts: The claimant, 57 years of age, filed an initial application for benefit in Vancouver on January 29, 1962. She was registered for employment as a telephone operator, as which she had worked for the B.C. Telephone Company, Vancouver, from 1940 to October 24, 1961, when, she said, she was "laid off due to retirement age."

She explained that she had not reported sooner because she had broken her ankle on October 24. She submitted a medical certificate dated January 29, 1962 that said she had sustained an injury to her right ankle on October 24, 1961 but was now "able to go back to work."

In her application she said she was "capable and available full time, Greater Vancouver area."

On February 1 the local office asked her to state the specific type or types of employment she was available for. On February 2 she replied that she was available for "full-time PBX work."

Her claim was allowed and benefit was paid.

On April 2, a report of possible disqualification (Form UIC 493A) was made, stating that she had been told, by telephone, of a civil service competition for a telephone operator. She had replied that she could not work shifts and could work only between 8.00 a.m. and 5.30 p.m. On the form it had been noted that "Prospects are remote as she has no typing skill and very few orders for PBX operators without typing are received."

On April 4, the local office wrote a letter to the claimant. The questions asked and her answers were:

Q. What hours per day are you available for work?
A. 8:30-5.
Q. Why can you not accept shift work?
A. Because it upsets my stomach and I get nervous tension.

On the evidence before him, the insurance officer on April 10 disqualified the claimant and suspended benefit (a) from April 1 to May 12 inclusive on the ground that she had, without good cause, refused to apply for a situation in suitable employment with the Civil Service Commission and (b) from April 1 on the grounds that she was not available for work inasmuch as she was unable to accept shift work, which was considered a normal requirement of her registered occupation (sections 59 (1) (a) and 54 (2) (a) of the Act.)

On April 13 she appealed to a board of referees, stating: "I do not feel I should have been disqualified for unemployment insurance because I prefer straight hours. However, I am willing to take shift work if there are any available jobs."

The claimant attended the hearing of her case by a board of referees in Vancouver, on May 2. The board, by a unanimous decision, confirmed both disqualifications imposed by the insurance officer and disallowed the appeal.

The Federation of Telephone Workers of British Columbia (Traffic Division), of which the claimant is a member, appealed to the Umpire on June 11. The appeal said:

In regard to [the first disqualification], first, the letter notifying her of the interview did not arrive at her residence until the day the interview was to be held, at which time she was reporting at the Unemployment Insurance Office at her appointed time. When she returned home and read the letter, it was too late to apply that day (Friday) so she telephoned the insurance office on the following Monday and discussed the listed competition, explaining why she had not applied at the appointed time. During this telephone conversation she explained that she did not feel the position was suitable as it involved shift work, but did not refuse to apply as the interview date was already passed.

The second question: Indefinite disqualification from April 1, 1962. The claimant was disqualified on the grounds that she has failed to prove she was available for work, yet she stated on February 2: "I am available for full time P.B.X. work". On April 6, in answer to the question, "What hours are you available for work?" she stated, "8:30 to 5:00" and her reasons. Therefore we do not feel that a disqualification was justified.

The Insurance Officer stated that "prospects are remote" and "very few orders for P.B.X. operators," as another reason for disqualification. This would indicate that there are some opportunities in this field and we feel the applicant would have a possibility of obtaining employment.

In response to a request from the local office, dated June 14, 1962, for information regarding the claimant's separation from the employ of the B.C. Telephone Company, the Employee Benefits Supervisor of the Company stated:

. . . [claimant] retired on pension from this Company under the terms of the Company Pension Plan, which provides that any female employee who reaches 55 years of age with 20 years' continuous service may elect to retire on pension whenever she wishes. The compulsory retirement age is 65 years.

[Claimant] elected to retire under the foregoing clause on November 1, 1961.

Regarding the circumstances under which the claimant was made aware of the employment vacancy, the local office reported that the Notice to Report (Form 715A) was issued on March 27 or 28, and the interview with the Employment Officer was set for March 29 or 30. Additional comments were:

Claimant did not receive the 715A until after she had been in our office for her weekly call to the Insurance Branch. She telephoned on the Monday, April 2, and as the competition was still open, she was advised of the particulars; she declined the offer for the reasons stated on the 493A [report of possible disqualification]. The [notice to report] was not sent to Insurance Branch because she did telephone to explain and was advised of the position via telephone.

Paragraph I of U.I.C. 575A [Appeal to the Umpire] is not true as claimant refused to go to the position, which was still open at the time of the telephone call, on the grounds she did not want shifts. She can only work 8-5:30 P.M.

The claimant still could have applied up to and including April 2 had she been really interested.

Considerations and Conclusions: The record shows that the claimant was offered a situation in suitable employment and that she refused to apply therefor without good cause. The Federation's contention that it was too late to apply for the position is contrary to the placement officer's statement that the position was still open at the time of her telephone call to the local office on April 2, 1962.

Furthermore, the claimant's allegation that shift work "upsets my stomach and I get nervous tension" is not substantiated and, therefore, cannot be accepted as satisfactory evidence in that respect, particularly in view of her subsequent statement "I am willing to accept shift work if there are any available jobs." I consequently decide to maintain the disqualification which was imposed on the claimant pursuant to section 59 (1) (a) of the Act.

As to the question of the claimant's availability for work, there is evidence that she could have continued to work for the B.C. Telephone Company until she would have reached the age of 65 years, but elected to retire some eight years earlier. This and the fact that she refused to apply for suitable employment without good cause tend to show that she was not very anxious to work except on terms suitable to her.

In view of the foregoing, I am not prepared to question the unanimous finding of fact of the board of referees that the claimant failed to prove that she was available for work within the meaning of section 54 (2) (a) of the Act.

I consequently dismiss the Federation's appeal.

Decision CUB 2076, November 15, 1962

Summary of the Main Facts: The claimant, 56 years of age, filed an initial application for benefit on February 11, 1962. In the application she stated she had worked as a saleswoman for a manufacturer and distributor of cosmetics from June 23, 1945 to February 15, 1962, when she was laid off because, she said, "I was told that they were retiring me." Her rate of pay was $100 a week, plus expenses.

In the Confirmation of Separation the employer said:

Increased territory was considered too heavy for a woman; therefore [the claimant] was withdrawn from the field. A position in beauty

division was offered to her, which she was subsequently not able to fill satisfactorily due to personality clash.

The claim was allowed.

In the early part of May the claimant wrote to the insurance officer to report that, on or about March 21, she had received "termination pay" amounting to $5,200 gross.

On May 3 the employer wrote to the local office:

. . . in consideration of the number of years during which [the claimant] had served this Company, it was mutually agreed that she would be paid from the date of her leaving in the amount of one full year's salary.

The only description in your letter which does not actually fit her payment is "Gratuity or Bonus." The amount which was not separately broken down, was actually in lieu of termination pay, pay in lieu of notice, retirement credits, or severance pay.

As I stated previously, it was a payment based on a mutual agreement negotiated through [the claimant's] legal advisers.

On May 8 the insurance officer notified the claimant that her earnings were determined to be $100 a week beginning February 18, and each subsequent week, to and including the week beginning February 3, 1963 (Regulations 172 and 173 (8)) and that the unemployment benefits she had been paid were considered to be an overpayment, "in the amount of $243."

On May 16, [the claimant's solicitors] wrote to the manager of the local office:

We acted for [the claimant] at the time of her termination of employment . . . It was this firm's intention to commence an action on [her] behalf against her former employer for wrongful dismissal. After numerous consultations and correspondence, [claimant's] claim was settled. By way of settlement for her wrongful dismissal she received the sum of $5,200, less various deductions, which represented one year's salary. This payment was not in any way in the form of a salary but rather as a settlement for her claim for wrongful dismissal.

Under the circumstances we respectfully submit that your notification is incorrect and would ask you to look into the matter further as it is our contention that [claimant] is entitled to unemployment insurance benefits.

On May 22, 1962, the regional claims officer wrote to the claimant's solicitors and said that, as it was apparent the claimant was not satisfied with the insurance officer's ruling, their letter dated May 16, 1962, quoted above, would be considered as her appeal to a board of referees.

The majority decision of the board of referees, which heard the case on June 7, 1962, reads:

The majority of the board in reviewing the evidence dealt with the employer's statement contained in their letter of May 3, 1962 . . .

It was also stated at that time in view of her service with the Company certain monies would be paid in lieu of notice. The claimant then sought legal counsel and a suit was instituted for wrongful dismissal for an unstated amount of money. After negotiations, according to [solicitor], it was mutually agreed on that this amount would be $5,200, equivalent to one year's salary. The claimant through her representative maintained that this was for an out-of-court settlement for wrongful dismissal.

It was further pointed out that pension benefits were terminated as of date of dismissal and that no amount of a former contributory portion would be allowed to be payable by the claimant.

The majority of the board has reviewed section 172 and 173 (1) and (8) of the Regulations in attempting to arrive at a decision. In no instance can the majority of the board find a parallel case.

It is the majority of the board's decision therefore, that . . . this is a payment for wrongful dismissal and therefore should not be considered as earnings for the purpose of benefit and that it does not come within the 173 (1) or (8) of the Regulations.

From the evidence produced, which the majority of the board feel was not in the possession of the insurance officer at the time of his decision, we reverse the insurance officer's decision and allow the appeal.

The chairman of the board of referees, who dissented, said:

I disagree with the decision of the majority of the board for the following reasons: In reviewing the evidence I find that a letter dated May 3, 1962, from the employer . . . states these facts. In paragraph three, and I quote, "it was mutually agreed that she would be paid from the date of her leaving in the amount of one full year's salary," which at the rate of $100 per week would be a total of $5,200.

In paragraph four. "The only description in your letter which does not actually fit her payment is "Gratuity or Bonus". The amount which was not separately broken down was actually in lieu of termination pay, pay in lieu of notice, retirement credits or severance pay."

I feel that these items should be especially broken down, more particularly, in lieu of termination pay and pay in lieu of notice. Also on page three while it was stipulated by the claimant's solicitor that this was for wrongful dismissal or, as he explained, for damages, but there is no evidence presented as to what the damages were. Further, by way of settlement for a wrongful dismissal she received the sum of $5,200, less deductions, which represented one year's salary.

While there is no CUB's of previous Umpire's Decisions, I feel that the amount received which when broken down would stipulate how much should be allotted as earnings and that determination of earnings . . . was properly made and came under Regulations 172 and 173 (1 & 8), and therefore the insurance officer's decision was correctly made and I do not feel the appeal would be allowed.

From the majority decision of the board of referees, the insurance officer appealed to the Umpire on August 1. His grounds for appeal, which are contained in a submission dated August 31, 1962, read:

. . . 8. It is submitted that the majority decision of the board of referees is in error.

9. The evidence shows that this is a payment covered by Regulation 172 (1) (b), since the payment arises out of the claimant's contract of employment. This is evident in that such payment was made in settlement for an alleged breach of the claimant's contract of

employment. The payment is therefore earnings unless provided for by the exceptions listed in Regulation 172 (2).

10. The payment is made by reason of the termination of the Claimant's contract of service and the only applicable exception, if there be any, would be in Regulation 172 (2) (f); the words "bonuses, gratuities" do not apply since the evidence is clear that the employer was under obligation to pay to avoid litigation.

11. The application of the terms "severance pay or retirement payments" may require more consideration. However, these terms are generally used to refer to certain specific payments made in accordance with a labour agreement or an established practice of an employer, rather than to a payment agreed upon in a particular case to effect settlement of a grievance for alleged wrongful dismissal or for alleged breach of the contract of service.

12. On the other hand, the exception in Regulation 172 (2) (f) does not comprise all payments made by reason of the termination of the claimant's contract of service. The only payments excepted from the definition of earnings by this subsection are those specifically mentioned therein. The intention of the earnings Regulations in this respect is made evident from the fact that provision is made for the allocation of other types of termination or separation payments by Regulation 173, particularly by subsection (4), (5) and (8). With respect to subsections (4) and (5), some pertinent types of payments are "wages in lieu of notice" and "other monies received at the occasion of separation". In subsection (8), "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee, whether he is reinstated or not," is also a pertinent type of payments.

13. The payment made by the employer to the claimant involved in the present appeal would appear to be closely fitting a payment of wages or monies in lieu of wages awarded to a dismissed employee, as such payment is ordinarily made for wrongful dismissal and this is precisely the description made by the claimant's representative in this case.

14. It may be contended that the term "retroactive" contained in Regulation 173 (8) does not apply to the total amount of $5,200, since this amount was paid to cover the claimant's salary for one year and only part of that period was prior to the date of the payment. However, this point is not material, since the payment would in any case come under the description "other monies received at the occasion of separation" and its allocation would be to the same period of time under Regulation 173 (4).

15. It is respectfully submitted that the decision of the board of referees should be reversed and the insurance officer's appeal allowed.

The claimant requested an oral hearing before the Umpire. The hearing was held in Toronto on September 28, 1962.

Considerations and Conclusions: The employer stated in his letter dated May 3, 1962 that the monies "in the amount of one full year's salary" which were paid to the claimant were in consideration of the number of years she had served the company and that the said amount, "which was not separately broken down, was actually in lieu of termination pay, pay in lieu of notice, retirement credits or severance pay," but not as a bonus or a gratuity. According to the letter signed by the claimant's solicitor and dated May 16, 1962, the payment of $5,200, "less various deductions," was "as a settlement for her claim for wrongful dismissal." Other than that, the record contains no information regarding what the terms of the claimant's contract of employment and those of the effected settlement exactly were.

On that evidence, the majority members of the board of referees, it seems, accepted the contention that this was a payment for wrongful dismissal which could not be considered as earnings and concluded that it did not come under subsection (1) or (8) of Regulation 173. The dissenting member expressed the opinion that, as there was no evidence "as to what the damages" for wrongful dismissal were, the "items" mentioned in the employer's letter, viz., payment in lieu of termination pay, pay in lieu of notice, retirement credits and severance pay, "should be especially broken down" in order to determine "how much should be allocated as earnings" and that, as this had not been done, "the determination of earnings as listed in [the decision of the insurance officer] was properly made and came under Regulations 172 and 173 (1) and (8)."

In my opinion, Regulation 172, as its title denotes, is the only provision which should be used in order to determine what should or should not be considered as earnings for benefit purposes. Regulation 173 provides exclusively for the allocation of a claimant's income to specific periods or weeks in specific instances, *after* such income has been determined to be earnings in accordance with Regulation 172. For example, the phrase "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee" in subsection (8) of Regulation 173 cannot be interpreted as meaning that all "retroactive payments, etc." are necessarily earnings, but only that once a *retroactive* payment of that kind is an income coming under subsection (1), and is not excepted by subsection (2), of Regulation 172, such should be allocated in accordance with subsection (8) of Regulation 173.

From the foregoing it can be seen that all three members of the board of referees appear to have been confused as to the real issue in the instant case, viz., were the monies which were paid to the claimant in the nature of an income arising out of her services with ..... Limited or of her contract of employment with that employer, and, if so, was such income, in whole or in part, one of the kinds enumerated in subsection (2) of Regulation 172?

Regardless of whether, as stated by the employer, the monies were paid to the claimant in consideration of the number of years she had served the company or, as stated by the claimant's solicitor, the payment was "as a settlement of her claim for wrongful dismissal," there can be, in my view, no disputing of the fact that the monies were in the nature of an income arising out of her services or of her contract of employment and, therefore, were earnings within the meaning of subsection (1) of Regulation 172.

The answer to the other part of the aforementioned question, namely "Was such income in whole or in part one of the kinds enumerated in subsection (2) of Regulation 172?" is the same as that which, according to the evidence in the record, must be given to this other question: Has the claimant satisfactorily discharged the onus of proving that the monies paid to her by the employer were in the nature of one or more of the exceptions mentioned in paragraph (f) of subsection (2) of Regulation 172, which reads:

> For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings . . .
>
> (f) bonuses, gratuities, severance pay or retirement payments payable at the time of, or after, the termination of the claimant's contract of service or prior thereto in contemplation of the termination . . .

In that connection, the statement made by the employer indicates that the monies were paid for a number of specific reasons, some of which are expressed in terms identical or very similar to those used in the above quoted paragraph (f), and if that statement was substantiated in detail, it might bring the case within the purview of that paragraph. However, that statement was not substantiated by any definite proof, such as perhaps the contract of employment itself or the settlement which was made, that the monies were, in fact, paid for the reasons mentioned therein. Moreover, the total amount paid "was not separately broken down." Therefore, the employer's statement cannot be accepted as satisfactory evidence that such monies were in the nature of the exceptions mentioned in paragraph (f).

In view of the foregoing, I decide that the monies paid to the claimant are earnings to be taken into account for the purposes of determining, under section 56 of the Act, the amount of benefit payable to her.

Furthermore, as the monies were paid to the claimant "in the amount of one full year's salary" and were in consideration of the number of years she had served the company and also as a settlement of a claim for wrongful dismissal, they were for all practical purposes "monies received at the occasion of separation" and shall be allocated in accordance with the provisions of subsection (4) of Regulation 173.

I consequently decide to allow the insurance officer's appeal.

New Farm Safety Regulations, Great Britain

(*Continued from page 66*)

another machine or on the drawbar of the machine towed or propelled. He is also forbidden to mount or, except in an emergency, dismount from a self-propelled field machine while towing or propelling another machine. The employer of the worker is also made responsible for the observance of these requirements, which are set out in Part III of the regulations.

Part IV imposes on the worker certain obligations with respect to the use of safety appliances. He must keep in position and make full use of all prescribed safety devices. A worker of 16 or over may, however, remove a guard from a field machine which is not in motion in order to clean, repair or adjust it. He may also remove a guard while the machine or a part of it is in motion to make an essential adjustment that cannot otherwise be made. He may temporarily remove a guard from a prime mover in order to start it by hand. The operator of a field machine is required to report immediately to his employer any damaged or defective safety device.

Part V contains requirements applicable to employers, workers and other persons. It provides that no person may set a self-propelled field machine in motion except from the driving position or, except in an emergency, leave the driving position while the machine is in motion. A person other than a worker is not to be held liable for a contravention of these requirements unless his failure to comply would expose a worker to risk of injury.

The regulations provide for the granting of certificates of exemption in suitable cases, permitting the Minister to exempt particular persons or cases from the regulations for a specified period and subject to such conditions as he may impose.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 120 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 96 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 97 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	180	$ 1,756,237.00
Post Office	12	580,136.25

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of $9,580.84 was collected from 15 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 139 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

Department of Agriculture

Ste Anne de la Pocatiere Que: Maurice Langlais, repairs to heating system, Science Service Laboratory. *Brandon Man:* R E Turner, installation of laboratory benching, Experimental Farm. *Theodore Sask:* Matheson Bros Ltd, construction of Theodore Dam on Whitesand River.

Atomic Energy of Canada Limited

Chalk River Ont: Turnbull Elevator of Canada Ltd, installation of freight elevator, 2nd north extension, Metallurgy Bldg 465; Lincraft Ltd, installation of laboratory furniture, 2nd north extension, Metallurgy Bldg 465. *Douglas Point Ont:* United Steel Corporation Ltd, installation of steel stairs, hand rails, plastic grips, etc, for turbine, service & administration bldgs; Schreiber Bros Ltd, installation of roofing, insulation & flashing for administration bldg, pumphouse, guardhouse, service bldg & ancillaries; Consolidated Glass Industries Ltd, fenestration & column cladding, Administration Bldg; Plate & Structural Steel Ltd, installation of steel liner for calandria vault; G M Gest Contractors Ltd, electrical installation. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of active area shop bldg 412 (Stage II), NRE.

Central Mortgage and Housing Corporation

Pierrefonds (Montreal) Que: Miron Co Ltd, asphalt paving & related work for Cloverdale Apartments. *Weyburn Sask:* Home Development Co Ltd, construction of 20 housing units (FP3/62).

In addition, this Corporation awarded 14 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Pointe Bleue Indian Agency Que: Rene Cote, repairs & improvements to pump house, Pointe Bleue IR. *Stony-Sarcee Indian Agency Alta:* Revelstoke Building Materials Ltd, construction of two houses, Sarcee IR.

Defence Construction (1951) Limited

Blandford N S: Seaport Contractors & Landscape Ltd, construction of access road & site clearing, Naval Radio Sation. *Cornwallis N S:* Rodney Contractors Ltd, exterior cladding of various bldgs, HMCS *Cornwallis. Dartmouth N S:* Trynor Construction (Newfoundland) Ltd, repairs to runway 11-29, HMCS *Shearwater. Shelburne N S:* Rodney Contractors Ltd, construction of five housing units. *La Macaza Que:* Malach Roofing & Flooring Ltd, construction & installation of 114 storage units for carports, RCAF Station.

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Gloucester Ont: L Zuccarini Ltd, construction of water treatment plant. *Cold Lake Alta:* Mix Bros Construction Co Ltd, construction of roads, site grading & services for 200 married quarters, RCAF Station. One contract was awarded in the restricted category.

Building and Maintenance

Goose Bay (Labr) Nfld: J W Lindsay Construction Co Ltd, runway & parking apron repairs, RCAF Station. *St Jean Que:* Fiber-Plast Co Ltd, application of plastic laminate finish in shower rooms of three barrack blocks at CMR.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Bedford N S: Construction Equipment Co Ltd, replacement of structural steel boat landing, north jetty magazines. *Lancaster Park Alta:* O K Construction Ltd, paving access road to fire hall, RCAF Station "Namao". *Comox B C:* Richards-Wilcox Canadian Co Ltd, modification of rail & installation of rolltite steel door, RCAF Station.

In addition, this Department awarded 33 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded four contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Steen Mechanical Contractors Ltd, installation of heating system in sheds 20 & 21, Ocean Terminals. *Montreal Que:* Hiland Ltd, construction of offices at Grain Elevator No 3; Cambrian Construction Ltd, construction of transit shed at Section 51. *Vancouver B C:* Hydraulic Service & Equipment Co Ltd, replacement of car haul machinery, Elevator No 2.

Department of Northern Affairs and National Resources

Fundy National Park N B: Dexter Construction Co Ltd, repairs to roads & highway. *Point Pelee National Park Ont:* Rante Enterprises (Amherstburg) Ltd, construction of substructure of boardwalk in marshland.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded three contracts containing the General Fair Wages Clause.

Department of Public Works

Glovertown South Nfld: Louis Briffett & Sons Ltd, wharf repairs. *Western Bay Nfld:* Gordon Burden, repairs & renovations to postal accommodation. *Charlottetown P E I:* Robert J Petrie, construction of workshop for Department of Fisheries. *Sydney N S:* T C Gorman (Nova Scotia) Ltd, repairs to main jetty at Point Edward Naval Base. *Westport N S:* E K Potter Ltd, sheathing wharf. *Gaspe (Sandy Beach) Que:* Eloie Boulay, construction of shed. *Lauzon Que:* Geo T Davie & Sons Ltd, repairs to coal hopper & chute, Lorne Dry Dock. *L'Epiphanie Que:* Prieur Entreprises Inc, construction of federal bldg. *Mansonville Que:* Frank Klopfer, construction of post office. *Notre Dame du Nord Que:* Drolet & Ringuette Ltee, construction of federal bldg. *Riviere au Tonnerre Que:* Dimock & Albert, wharf reconstruction. *Rollett Que:* Charest Construction, reconstruction of wharf. *Sept-Iles Que:* Lionel Lebel, wharf repairs. *Etobicoke Ont:* Woodings Cleaning Service, cleaning interior of Post Office. *Ottawa Ont:* Corrigan Electric, supply & installation of emergency lighting systems in Veterans Memorial Bldg, Trade & Commerce Bldg, Wellington St, & Surveys & Mapping Bldg, Booth St; Federal Plumbing & Heating, supply & installation of natural gas system throughout Royal Canadian Mint, 320 Sussex Drive. *Ashern Man:* Dauphin Fixtures Ltd, construction of post office. *Fort Garry (Winnipeg) Man:* Modern Building Cleaning Service of Canada Ltd, interior cleaning, letter carrier depot. *Somerset Man:* Du Pasquier & Pele Construction, construction of post office. *Birch Hills Sask:* H J Tubby & Son, construction of post office. *Glaslyn Sask:* H P Friedrich, construction of post office. *Hague Sask:* Shoquist Construction Ltd, construction of post office. *Lafleche Sask:* Knutson Construction Co Ltd, construction of post office. *Lestock*

Sask: Logan Stevens Construction Ltd, construction of post office. *Maryfield Sask:* Neufield & Klassen Builders Ltd, construction of post office. *Neudorf Sask:* C M Miners Construction Co Ltd, construction of post office. *Northgate Sask:* Swertz Bros Construction Ltd, construction of Customs highway office. *Star City Sask:* C M Miners Construction Co Ltd, construction of post office. *Sturgis Sask:* Wm Slowski, construction of post office. *Wakaw Sask:* Shoquist Construction Ltd, construction of post office. *Young Sask:* C W Hill Construction Ltd, construction of post office. *Bashaw Alta:* R Holzer Construction, construction of post office. *Bentley Alta:* R Holzer Construction, construction of post office. *Coutts Alta:* Getkate Masonry Construction Ltd, construction of post office. *Edgerton Alta:* R Holzer Construction, construction of post office. *Irma Alta:* R Holzer Construction, construction of post office. *Deep Cove B C:* Victoria Pile Driving Co Ltd, approach renewal. *Kelsey Bay B C:* Gagne & Son Construction Ltd, fender pile repairs. *Port Alberni B C:* McLellan Contracting Co Ltd, assembly wharf repairs. *Fort Neville B C:* Greenlees Piledriving Co Ltd, float renewal.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Planned Renovators Ltd, partial painting of Beauharnois Tunnel. *Lachine Que:* Charles Duranceau Ltd, asphalt patching, Lachine Canal. *St Lambert & Ste Catherine Que:* Charles Duranceau Ltd, asphalt patching at Locks.

Department of Transport

Cape Norman Nfld: Twillingate Engineering & Construction Co Ltd, construction of lighthouse tower, fog alarm bldg & landing storage shed & demolition of existing bldgs. *Candlebox Island N S:* Wallace D'Eon & Bernard D'Eon, construction of double dwelling & combined fog alarm bldg & light tower, demolition of existing bldg. *Halifax N S:* Kenney Construction Co Ltd, enlargement of heating plant facilities & installation of additional oil-fired boiler, International Airport. *Fredericton N B:* Weyman Construction Co Ltd, modification to VOR Bldg for installation of TACAN. *Saint John N B:* W G Usher Co Ltd, construction of non-directional beacon & back beam marker, runway 05, bldg & services. *Dorval Que:* Sestock Construction Ltd, construction of fire hall bldg & related work, Montreal Airport. *Fox River Que:* Adelard Cotton, modifications to Coast Station Bldg & site development. *Montreal Que:* The Highway Paving Co Ltd, resurfacing hydrant operating plant, International Airport. *London Ont:* Harrison & Green Construction Ltd, construction of water supply pumphouse, Airport. *Malton Ont:* J M Fuller Ltd, construction of ILS, runway 05R, Toronto International Airport. *Toronto Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of power supply to control tower & instrument landing system, International Airport. *Donavon Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Lumsden Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Saskatoon Sask:* Jim Patrick Ltd, prefabrication, supply & installation of back beam marker bldg & related work. *Yorkton Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Calgary Alta:* McCormick Electric Ltd, construction of localizer bldg, runway 34 & related work, Municipal Airport. *Edmonton Alta:* McCormick Electric Ltd, installation of fire alarm system, International Airport; D L Guthrie Construction, supply, precut & partial prefabrication of antenna tuning houses & related work. *Kamloops B C:* Cooper & Gibbard Electric Ltd, installation of lights on runway 08-26 & related taxiways.

H.D. Woods Again Director of McGill Industrial Relations Centre

Prof. H. D. Woods has been re-appointed Director of McGill University's Industrial Relations Centre, and Mrs. Frances Bairstow has been named Assistant Director.

Prof. Woods founded the Centre some 14 years ago, and resigned as Director in 1960 to accept a Ford Foundation Faculty Research Fellowship for the year 1960-61, under which he undertook a study of Canadian labour relations policy.

Prof. Edward C. Webster served as Director of the Centre and as Chairman of McGill's annual industrial relations conferences in the period between Prof. Woods' resignation and re-appointment.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1962

The consumer price index (1949=100) was unchanged at 131.9 between November and December. The December index was 1.6 per cent above the index of 129.8 a year earlier.*

For the year 1962, the index averaged 130.7, which was 1.2 per cent above the 1961 annual index of 129.2.

During the month, fractional increases in the food and housing indexes balanced declines in the clothing and transportation indexes. The three remaining component indexes were unchanged.

The food index increased 0.1 per cent from 127.7 to 127.8. Prices were higher for bread and most cereals, sugar, apples and most fresh vegetables, particularly tomatoes. Beef and pork prices receded further from their October peaks. Prices were lower also for eggs, citrus fruits, bananas and orange juice.

The housing index rose 0.1 per cent from 135.6 to 135.7 as both the shelter and household operation components moved upward. In shelter, the rent index was unchanged but the home-ownership index was higher. In household operation, higher prices for furniture, textiles, utensils and equipment outweighed lower prices for floor coverings.

The clothing index declined 0.2 per cent from 116.0 to 115.8. Lower prices for women's and children's wear, particularly winter cloth coats, offset increases for men's wear, footwear, piece goods and clothing services, including laundry, dry cleaning and shoe repairs.

The transportation index declined 0.3 per cent from 140.6 to 140.2 as a result of further price declines for gasoline. These latest decreases brought the price of gasoline to its lowest level since 1949. Some price increases occurred for automobile tires.

The health and personal care, recreation and reading, and tobacco and alcohol indexes all remained at their November levels of 159.8, 148.2 and 117.8 respectively.

City Consumer Price Indexes, November 1962

Consumer price indexes (1949=100) between October and November rose in eight of the ten regional cities and remained unchanged in the other two.* Increases ranged from 0.1 per cent to 0.5 per cent.

Food indexes rose in seven cities, fell in one, and held firm in two; increases ranged from 0.2 per cent in three cities to 1.3 per cent in Montreal. The housing indexes were higher in five cities and unchanged in five. Of the clothing indexes, seven were up, one down, and two unchanged. Nine of the indexes for transportation rose while the other fell. In the health and personal care group there were two higher indexes, five lower, and three unchanged. The recreation and reading index rose in all ten cities. The tobacco and alcohol index was unchanged in six cities but fell in the other four.

Percentage changes in regional consumer price indexes between October and November were: Montreal +0.5 per cent, Ottawa +0.5, Winnipeg +0.5, Edmonton-Calgary +0.4, Vancouver +0.3, Halifax +0.1, Toronto +0.1, Saskatoon-Regina +0.1. The indexes for St. John's and Saint John were unchanged.

Point changes in regional consumer price indexes between October and November were: Montreal +0.7 to 132.0; Ottawa +0.6 to 132.7; Winnipeg +0.6 to 130.1; Edmonton-Calgary +0.5 to 127.4; Vancouver +0.4 to 130.6; Halifax +0.1 to 130.9; Toronto +0.1 to 133.2; Saskatoon-Regina +0.1 to 128.0. St. John's and Saint John remained unchanged at 118.1† and 131.4 respectively.

Wholesale Price Index, November 1962

The general wholesale index (1935-39=100) rose 0.3 per cent in November to 242.3 from 241.6 in October and was 3.0 per cent higher than the November 1961 index of 235.3. Four major group indexes were higher, three declined, and the remaining one, the chemical products group index, was unchanged at 190.1.

The vegetable products group index rose 1.5 per cent to 213.3 from 210.1, and the textile products group index increased 0.4 per cent to 244.1 from 243.2. Advances of 0.2 per cent or less occurred in two major group indexes, non-ferrous metal products to 194.7 from 194.4, and wood products to 319.1 from 319.0.

* *See* Table F-1, page 100.

* *See* Table F-2, page 100.

† On base June 1951=100.

The non-metallic minerals products group index dropped 0.6 per cent to 189.5 from 190.6, the iron products group index moved down 0.3 per cent to 255.0 from 255.7, and the animal products group index declined negligibly to 268.8 from 269.4.

The residential building material price index (1935-39=100) edged up from 296.1 to 296.2 between October and November. On the base 1949=100 it was unchanged at 129.9.

The non-residential building material price index (1949=100) moved up from 132.1 to 132.4.

The index of Canadian farm product prices at terminal markets (1935=39) advanced 1.2 per cent, from 230.4 to 233.2, in the three-week period ended November 23.

U.S. Consumer Price Index, November 1962

The United States consumer price index (1957-59=100) was unchanged at 106.0 in November. During a year of relative price stability, the rise in living costs has totalled 1.3 per cent.

Biggest factors in the 12-month increase were a 6.2-per-cent rise in used car prices, a 3.1-per-cent jump in the cost of medical care and a 2.2-per-cent rise in food prices.

British Index of Retail Prices, October 1962

The British index of retail prices dropped again—the fourth successive monthly decline—between mid-September and mid-October. On the base Jan. 16, 1962=100, it declined slightly from 101.5 to 101.4; on the base Jan. 17, 1956=100, it moved down from 119.3 to 119.1.

Although the "services" group index increased, as a result of higher movie admissions and charges for hairdressing, shoe repairs, laundering and dry cleaning, the rise was not large enough to change the total index.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 171

Annual Reports

1. CANADA. NATIONAL EMPLOYMENT SERVICE. EXECUTIVE AND PROFESSIONAL SECTION. *Supply and Demand, University Graduates, 1962-63*. Ottawa, 1962. Pp. 34.

Prepared for undergraduate, graduating and graduate students at Canadian universities and colleges and contains information concerning starting salaries and trends in many different fields.

2. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1962*. London, HMSO, 1962. Pp. 90.

3. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1961*. London, HMSO, 1962. Pp. 63.

Business—Small Business

4. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 4*. Edited by Robert A. Litzberg. Washington, 1962. Pp. 90.

The topics covered in this volume are selling, cost control, personnel management, external management assistance, human relations, administrative practices, competitive strategy, and business-government relations.

5. TOWER, RALPH BURNETT. *A Handbook of Small Business Finance*. 6th ed. Revised by Staff Members of the Small Business Administration. Washington, U.S. Small Business Administration, 1962. Pp. 81.

Contents: Financial Statements. Financial Management. Ratio and Turnover Rates. Banking Relationships. Term Loans, Accounts Receivable, and Inventory Financing. Some Other Sources of Financial Assistance for Small Manufacturers. The Cash Budget. The Small Business Administration's Lending Program. The Small Business Administration's Investment Program.

Cambridge Economic Handbooks

The following seven handbooks were published in Chicago by the University of Chicago Press in 1962.

6. BAUER, PETER TAMAS. *The Economics of Under-developed Countries*, by Peter T. Bauer and Basil S. Yamey. Pp. 271.

Some of the topics discussed in this book are national income and capital, labour and its distribution, natural resources, population, unemployment and underemployment, remuneration, capital and economic development. The second part of the book deals with government and economic development.

7. HARROD, ROY FORBES. *International Economics.* 4th ed. Pp. 186.

Partial Contents: The Gain from Foreign Trade. Potential and Actual Gain. Comparative Price Levels. Foreign Exchange. The Balance of Trade. Correcting an Imbalance.

8. HENDERSON, *Sir* HUBERT DOUGLAS. *Supply and Demand.* Pp. 142.

Contents: The Economic World. The General Laws of Supply and Demand. Utility and the Margin of Consumption. Cost and the Margin of Production. Joint Demand and Supply. Land. Risk-bearing and Enterprise. Capital. Labour. The Real Costs of Production.

9. MATTHEWS, ROBERT CHARLES OLIVER. *The Business Cycle.* Pp. 300.

Partial Contents: Some Formal Models of the Cycle. Investment: (1) The Acceleration Principle and its Generalization. Investment: (2) Replacement, Technical Progress, and Other Influences. Inventory Investment. Investment in House-Building. Consumption. Money and Finance. The Ceiling. Periodicity and the Problem of Major and Minor Cycles. The Trend and the Cycle. Policy for the Control of the Cycle.

10. REES, ALBERT. *The Economics of Trade Unions.* Pp. 208.

Discusses the impact of trade unions on wage structure, prices, employment, productivity, and the distribution of income.

11. ROBERTSON, *Sir* DENNIS HOLME. *Money.* 4th ed. Pp. 187.

Partial Contents: The Merits and Drawbacks of Money. The Value of Money. The Quantity of Money. The Gold Standard. Money and Saving. The Question of the Standard. The Question of the Cycle.

12. ROBINSON, EDWARD AUSTIN GOSSAGE. *The Structure of Competitive Industry.* Rev. ed. Pp. 156.

Examines "the forces which determine the size and structure of firms, and those further forces which determine the minimum efficient scale of an industry."

Education, Vocational

The following four books were issued by the federal Department of Labour in Ottawa and were published by the Queen's Printer between 1958 and 1960. Analyses prepared by a national committee appointed by the Department of Labour.

13. *An Analysis of the Electrical Trade, Construction.* Pp. 94.

14. *An Analysis of the Radio and Television Service Trade.* Pp. 131.

15. *An Analysis of the Steamfitting Trade, Construction.* Pp. 37.

16. *An Analysis of the Welding Trade.* Pp. 43.

European Economic Community

17. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur l'évolution de la situation sociale dans la Communauté en 1960.* [Bruxelles?] 1961. Pp. 344.

18. GREAT BRITAIN. TREASURY. INFORMATION DIVISION. *Britain and the European Communities; Background to the Negotiations.* Prepared by the Information Division of the Treasury and the Central Office of Information. London, HMSO, 1962. Pp. 48.

". . . This booklet presents an analysis of the structure and aims of the Communities, the economies of Western Europe as a whole, and the character of its trade, with special reference to the trade of Britain and the rest of the Commonwealth with these countries."

Industrial Relations

19. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Fourteenth Annual Meeting, New York City, December 28 and 29, 1961.* Edited by Gerald G. Somers. Madison, Wis., 1962. Pp. 437.

Some of the topics discussed at this meeting were unemployment, work rules, union government, the role of labour history, wage determination, management practices, and labour force analysis.

20. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Public Policy and Collective Bargaining.* Editors: Joseph Shister [and others] New York, Harper, c1962. Pp. 248.

Partial Contents: The Obligation to Bargain in Good Faith, by Robben W. Fleming. The Union Security Issue, by Paul E. Sultan. The Weapons of Conflict: Picketing and Boycotts, by Donald H. Wollett. Collective Bargaining and the Antitrust Laws, by George H. Hildebrand. Legal Regulation of International Union Affairs, by Joseph R. Grodin. United States and Canadian Experience: a Comparison, by Harry D. Woods.

21. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Research Frontiers in Industrial Relations Today. [Fourteenth Annual Conference, April 26 and 27, 1962]* Frances Bairstow, ed. Montreal, 1962. Pp. 125.

Contents: Research in the Labour Field—New Approaches and Needs, by George V. Haythorne. Human Relations Research in Industry: Some Things Learned, by Victor H. Vroom. The Future of Personnel Administration, by Charles A. Myers. The New Look in Industrial Relations Research: Organizational Behaviour, by Leonard R. Sayles. An Appraisal of the Frontiers of Research in Industrial Relations, by Sar A. Levitan.

22. *Primer of Labor Relations.* 12th ed. Washington, Bureau of National Affairs, 1961. Pp. 91.

Contents: The Law of Labor Relations: a Bird's Eye View. Who is Covered by the Law. Employees' Organizing Rights. Choosing a Bargaining Agent. The Duty to Bargain. Lawful and Unlawful Union-Security Clauses. Strikes, Picketing, and Boycotts. Settlement of Disputes Regulations of Unions. How to Use the Taft-Hartley Act.

23. U.S. President's Advisory Committee on Labor-Management Policy. *The Benefits and Problems incident to Automation and Other Technological Advances; Report.* Washington, G.P.O., 1962. Pp. 11.

Arthur J. Goldberg, Secretary of Labor, chairman.

Contains 11 recommendations for encouraging automation and technological changes without "serious social consequences growing out of the displacement of workers." Includes dissenting comments by Arthur F. Burns, president of the National Bureau of Economic Research and Henry Ford II, chairman of the board of directors of the Ford Motor Company.

Labour Organization

24. Flagler, John J. *Building the Local Union Education Program.* Iowa City, Bureau of Labor and Management, College of Business Administration, State University of Iowa, 1961. Pp. 28.

Briefly describes such things as defining the job of the education committee, organizing materials, staffing programs, recruiting participants, and planning for improvement.

25. French, Doris Cavell (Martin). *Faith, Sweat and Politics; the Early Trade Union Years in Canada.* Toronto, McClelland and Stewart, c1962. Pp. 154.

Although this is an account of the early trade union movement in Canada, much of the book tells the story of Daniel John O'Donoghue (1844-1907) who was prominent in the labour movement in the Trades and Labor Congress of Canada and finally served as fair wages officer in the federal Department of Labour in Ottawa.

26. National Industrial Conference Board. Canadian Office. *The Fourth Canadian Labour Congress Convention, Vancouver, B.C., April 9-13, 1962; a Report and Some Observations,* by Allan A. Porter. Montreal, 1962. Pp. 25.

27. Roberts, Bryn. *The Price of TUC Leadership.* London, Allen & Unwin [1961] Pp. 146.

The author is General Secretary of the National Union of Public Employees. He criticizes the present leadership of the Trades Union Congress for not giving proper guidance to the members of the TUC, and alleges it was responsible for the defeat of the Labour Party in the 1959 General Election.

Labouring Classes

28. Aleksandrov, Nikolai Grigor'evich. *Soviet Labour Law in English.* 1961 ed. Translated by Inder K. Nayar. Delhi, University Book House [1961?] Pp. 454.

Intended to serve as a textbook on Russian labour legislation.

29. Editorial Research Reports. *Shorter Hours of Work,* by Richard L. Worsnop. Washington, 1962. Pp. 419-435.

Describes organized labour's efforts to shorten the standard 40-hour work week.

30. International Labour Conference. 40th, Geneva, 1957. *Labour. Convention concerning the Abolition of Forced Labour, done at Geneva, June 25, 1957; Instrument of Ratification deposited July 14, 1959, in Force for Canada, July 14, 1960.* Ottawa, Queen's Printer, 1961. Pp. 7. English and French on opposite pages.

31. U.S. Bureau of Labor Standards. *Housing for Migrant Agricultural Workers; Labor Camp Standards.* Washington, GPO, 1961 [i.e. 1962] Pp. 105.

32. U.S. Bureau of Labor Standards. *Workmen's Compensation Coverage of Public Employees.* Washington, GPO, 1962. Pp. 43.

". . . Analyzes the workmen's compensation laws as they relate to the coverage of public employees in the various States, and shows the extent to which such coverage is compulsory under the laws or is dependent upon the action of the governmental unit . . . Also explores briefly the historical background of the application of workmen's compensation laws to public employees, and discusses recent trends."

Management

33. Dalhousie University, Halifax. Institute of Public Affairs. Bureau of Industrial Relations. *The Science of Management and the Art of Leadership; a Summary of Proceedings of an Eighth One-Day Conference . . . held at Dalhousie University on May 31, 1961 . . .* Halifax, 1962. Pp. 15.

Contains two addresses by Lyndall F. Urwick, and the questions and answers following the talks, and a reprint of an article, *The Content of Management,* by Col. Urwick.

34. Harvard Business Review. *How Successful Executives handle People; 12 Studies on Communications and Management Skills.* [Boston? n.d., 1960?] Pp. 114.

Partial Contents: The Manager's Span of Control, by Lyndall F. Urwick. Listening to People, by Ralph G. Nichols and Leonard Stevens. Communications for Executives, by Rex F. Harlow. What Employees Want from Their Work, by Robert Saltonstall. Organizational Effectiveness under Stress, by Chris Argyris. Making Human Relations work, by Elizabeth and Francis Jennings. Foremen: Key to Worker Morale, by Arthur N. Turner.

Occupations

35. Dale, J. Rodney. *The Clerk in Industry; a Survey of the Occupational Experience, Status, Education, and Vocational Training of a Group of Male Clerks employed by Industrial Companies.* Liverpool, Liverpool University Press, 1962. Pp. 118.

This study is based on a survey of 208 male clerks employed by five companies. Provides information about their occupational history, status, education and vocational training, and examines the possible effect of technical change on office workers in industry.

36. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Job Description in the European Hotel Industry*, a Comparative Study, by Leone Filippi. *Les emplois dans l'hôtellerie européenne, étude comparative des qualifications et des tâches.* Paris, 1962. Pp. 136. Text in French and English.

37. *Your Career Opportunities in Engineering.* With an introd. by Hilliard W. Paige. New York, Rowman and Littlefield, 1962. Pp. 60.

Presents information on many aspects of the engineering profession. Includes a list of accredited American institutions offering instruction, as well as a selected list of reading material on the subject.

38. *Your Career Opportunities in Printing, including Offset Lithography.* With an introd. by William H. Walling. New York, Rowman and Littlefield, 1962. Pp. 64.

Explains many aspects of the printing profession. Includes a list of institutions offering accredited instruction, and a list of reading material on this subject.

Women

39. NATIONAL CONFERENCE OF LABOUR WOMEN. 39TH, BLACKPOOL, ENG., 1962. *Report.* London, 1962. Pp. 55. Conference held May 29, 30 and 31, 1962.

40. U.S. WOMEN'S BUREAU. *Fifteen Years after College; a Study of Alumnæ of the Class of 1945.* Washington, GPO, 1962. Pp. 26.

Based on a questionnaire completed by 580 women graduates from four liberal arts colleges. Women graduates were questioned about their marital and family status, education, volunteer activities, their employment in professional, administrative, clerical, or other positions, and their future training plans.

Miscellaneous

41. CANADIAN TAX FOUNDATION. *The Burden of Canadian Taxation; Allocation of Federal, Provincial and Local Taxes among Income Classes,* by Irving Jay Goffman. Toronto, 1962. Pp. 73.

Contents: The Nature, Scope and Limitations of the Analysis. The Estimated Burden of Canadian Taxation. The Statistical Bases of the Estimates. The Incidence of Federal Taxes. The incidence of Provincial and Local Taxes.

42. DYCK, DIEDRICH. *A Socio-economic Study of Rural Areas of Prince Edward Island, 1959.* A co-operative study by the Canada and Prince Edward Island Departments of Agriculture, July 1961. [Ottawa? Canada Dept. of Agriculture?] 1961. Pp. 107.

43. LITTLE (ARTHUR D.) INC., CAMBRIDGE, MASS. *The Future of Steel-making in Sydney; Report to Government of Nova Scotia.* Cambridge, Mass., 1960. Pp. 93.

"The purpose of this study is to provide the Government of Nova Scotia with an analysis of the future of the steel industry in Sydney."

44. MCKINNON, RONALD IAN. *The Employment of Labor and the Cost of Capital in Manufacturing Industries as they are related to Wage Changes and Technological Progress.* Ann Arbor, University Microfilms, 1962. Pp. 60. Reprint of microfilm copy.

45. NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES. NATIONAL COMMISSION ON TEACHER EDUCATION AND PROFESSIONAL STANDARDS. *New Horizons for the Teaching Profession; a Report of the Task Force on New Horizons in Teacher Education and Professional Standards.* Edited by Margaret Lindsey. Washington, 1961. Pp. 243.

Partial Contents: The Teaching Profession, 1961. Responsibilities of the Teaching Profession in the Sixties. Preparation of Professional Personnel. Accreditation of Professional Preparatory Programs. A License to Teach. Identification, Selective Admission and Retention in Teacher Education. The Advancement of Standards: Policies and Procedures.

46. UNITED NATIONS. SECRETARIAT. *Petroleum Exploration; Capital Requirements and Methods of Financing.* New York, 1962. Pp. 29.

47. UNITED NATIONS. SECRETARY-GENERAL, 1961-..... (THANT). *The United Nations Development Decade; Proposals for Action.* New York, United Nations, 1962. Pp. 125.

Partial Contents: Mobilization of Human Resources. Sectoral Development. International Trade. Development Financing. Technical Co-operation and Other Aids to Development and Planning.

48. U.S. BUREAU OF LABOR STATISTICS. *The Relationship between Imports and Employment; an Analysis of 27 Import-Competing Industries, and 2 Industry Case Studies.* Washington, GPO, 1962. Pp. 143.

Describes the impact of foreign trade on domestic employment, with special reference to the china and earthenware table and kitchenware and the wallpaper industries.

49. U.S. CHILDREN'S BUREAU. *Licensed Day Care Facilities for Children; Report of a National Survey of Departments of State Governments responsible for licensing Day Care Facilities,* by Seth Low. Washington, GPO, 1962. Pp. 29.

50. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. SPECIAL STAFF ON AGING. *Hodson Day Center; a Community Center Program for Older Persons in a Public Agency,* by Virginia O'Neill. Washington, GPO, 1962. Pp. 41.

Tells something about a day centre which provides recreational, educational, and social activity for older people.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 15, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,574	603	1,840	2,409	1,123	599
Men	4,778	448	1,362	1,714	816	438
Women	1,796	155	478	695	307	161
14–19 years	592	67	189	189	102	45
20–24 years	831	89	275	267	136	64
25–44 years	2,985	254	844	1,110	500	277
45–64 years	1,961	176	487	755	349	194
65 years and over	205	17	45	88	36	19
Employed	6,160	533	1,686	2,316	1,072	553
Men	4,420	383	1,227	1,638	771	401
Women	1,740	150	459	678	301	152
Agriculture	582	32	114	157	260	19
Non-agriculture	5,578	501	1,572	2,159	812	534
Paid Workers	5,100	452	1,424	1,995	750	479
Men	3,513	314	1,004	1,367	488	340
Women	1,587	138	420	628	262	139
Unemployed	414	70	154	93	51	46
Men	358	65	135	76	45	37
Women	56	*	19	17	*	*
Persons not in the Labour Force	5,752	644	1,697	1,893	979	539
Men	1,347	173	382	407	248	137
Women	4,405	471	1,315	1,486	731	402

*Less than 10,000.

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TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED DECEMBER 15, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,326	1,854	3,565	987	3,678	914	1,328
Labour force	6,574	592	3,438	843	860	636	205
Employed	6,160	520	3,242	742	843	617	196
Unemployed	414	72	196	101	17	19	*
Not in labour force	5,752	1,262	127	144	2,818	278	1,123
Participation rate[2]							
1962, December 15	53.3	31.9	96.4	85.4	23.4	69.6	15.4
November 17	53.7	32.6	96.6	85.7	23.7	70.3	15.9
Unemployment rate[3]							
1962, December 15	6.3	12.2	5.7	12.0	2.0	3.0	*
November 17	5.2	11.5	4.1	9.9	2.4	3.0	*

[1]Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 15, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	December 1962	November 1962	December 1961
Total unemployed	414	342	413
On temporary layoff up to 30 days	27	18	23
Without work and seeking work	387	324	390
Seeking full-time work	366	305	369
Seeking part-time work	21	19	21
Seeking under 1 month	127	117	127
Seeking 1–3 months	165	125	155
Seeking 4–6 months	51	39	50
Seeking more than 6 months	44	43	58

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July.....	48.7	485.0	165.7	.....	.....	.....	.....	.....	.....	1,711.5
August.....	48.3	490.6	166.9	85.8	397.8	98.3	726.1	1,456.1	222.2	1,725.1
September*..	47.6	498.4	164.3	.....	.....	.....	.....	.....	.....	1,749.2
October†....	47.0	493.0	165.4	.....	.....	.....	.....	.....	.....	1,734.6

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1962, employers in the principal non-agricultural industries reported a total employment of 2,991,902. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September*	126.5	189.5	81.40	117.6	190.8	83.91
October†	125.4	189.9	81.59	115.8	191.9	84.39

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
Provinces				$	$	$
Newfoundland	147.1	150.6	158.2	74.02	73.65	71.75
Prince Edward Island	159.6	158.8	144.5	55.79	54.73	56.30
Nova Scotia	96.6	98.5	98.2	66.98	66.04	64.78
New Brunswick	108.1	107.9	109.0	65.14	64.76	64.14
Quebec	126.3	126.6	124.0	78.93	78.70	76.21
Ontario	126.2	126.8	122.5	84.83	84.70	82.13
Manitoba	115.1	116.7	114.4	76.79	77.53	74.44
Saskatchewan	130.7	133.1	129.5	78.40	78.19	75.03
Alberta (including Northwest Territories)	162.5	167.4	160.9	83.17	83.27	82.47
British Columbia (including Yukon)	118.5	121.8	115.0	88.68	87.98	85.98
Canada	**125.4**	**126.5**	**122.9**	**81.59**	**81.40**	**79.02**
Urban Areas						
St. John's	154.4	153.8	151.1	61.02	61.84	56.72
Sydney	78.5	80.7	81.5	82.52	80.98	79.91
Halifax	124.3	126.0	127.6	67.85	67.17	64.82
Moncton	112.0	108.2	110.0	62.07	62.69	61.33
Saint John	106.1	106.4	108.3	65.66	65.47	64.15
Chicoutimi—Jonquiere	110.8	110.5	110.3	100.67	99.84	99.03
Quebec	125.4	125.2	120.0	70.62	70.53	67.61
Sherbrooke	113.7	112.9	113.4	68.92	69.39	66.06
Shawinigan	83.1	85.0	104.7	88.40	87.69	85.29
Three Rivers	119.1	117.1	117.1	76.93	75.97	74.59
Drummondville	84.6	84.2	82.5	67.18	67.09	63.42
Montreal	129.8	129.6	127.2	80.66	81.01	77.90
Ottawa—Hull	136.1	136.1	134.7	76.39	76.54	73.46
Kingston	120.4	119.1	116.7	79.48	80.12	77.85
Peterborough	95.9	95.0	91.3	91.85	91.85	87.82
Oshawa	192.9	187.4	177.8	98.87	94.97	96.94
Toronto	141.4	140.2	135.9	85.03	85.34	82.18
Hamilton	114.7	115.2	110.6	90.84	90.83	89.15
St. Catharines	114.2	117.4	111.1	93.83	92.56	89.57
Niagara Falls	100.1	110.0	102.2	81.67	78.47	80.84
Brantford	87.6	88.3	81.9	77.11	75.73	73.96
Guelph	129.3	129.6	124.2	76.95	77.25	73.77
Galt	117.6	116.3	106.2	72.66	73.42	70.78
Kitchener	136.7	135.0	127.7	77.72	78.01	75.53
Sudbury	128.9	141.5	146.7	92.24	93.37	91.74
Timmins	89.2	89.3	90.1	74.51	73.67	72.62
London	138.9	139.0	136.2	77.52	78.01	75.56
Sarnia	129.4	127.5	129.0	106.06	104.35	101.74
Windsor	74.7	75.1	73.5	92.79	89.95	88.25
Sault Ste. Marie	146.6	149.1	146.1	101.02	103.21	98.83
Fort William—Port Arthur	111.0	111.4	110.7	82.90	83.90	80.94
Winnipeg	113.6	114.8	113.4	73.11	73.80	71.21
Regina	144.8	146.7	140.9	76.83	76.79	74.31
Saskatoon	143.1	146.0	141.5	73.09	73.05	70.11
Edmonton	207.3	211.5	201.0	77.64	78.12	76.93
Calgary	182.6	183.7	176.2	81.50	82.44	78.02
Vancouver	115.5	118.3	112.1	86.87	86.13	84.50
Victoria	117.5	121.2	109.7	80.18	79.74	76.55

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
				$	$	$
Mining	**116.1**	**118.2**	**117.1**	**99.49**	**99.15**	**97.35**
Metal mining	129.3	133.1	130.5	100.62	99.43	99.26
Gold	68.8	68.6	69.6	82.88	80.68	81.31
Other metal	185.4	193.1	187.2	106.74	105.61	105.48
Fuels	82.5	82.6	85.9	104.97	105.49	99.21
Coal	39.2	39.5	43.7	80.37	79.63	78.75
Oil and natural gas	259.5	258.9	266.9	120.15	121.62	113.55
Non-metal	155.0	155.4	148.2	86.68	88.21	86.53
Manufacturing	**115.8**	**117.6**	**112.1**	**84.39**	**83.91**	**81.78**
Durable goods	119.6	120.6	113.9	91.53	91.36	88.68
Non-durable goods	112.7	115.0	110.6	78.05	77.37	75.82
Food and beverages	121.9	129.9	119.9	72.13	69.90	70.61
Meat products	137.6	135.9	141.2	83.47	82.68	80.79
Canned and preserved fruits and vegetables	138.7	204.9	122.4	56.30	52.97	57.40
Grain mill products	98.8	99.5	103.4	82.63	82.85	79.72
Bread and other bakery products	112.9	113.1	111.7	69.60	69.95	67.91
Distilled and malt liquors	97.7	96.2	102.4	103.03	102.27	98.97
Tobacco and tobacco products	80.5	80.5	80.5	86.04	86.04	82.11
Rubber products	110.0	109.7	103.9	89.68	87.86	85.81
Leather products	89.6	89.9	87.6	56.67	56.99	55.01
Boots and shoes (except rubber)	95.8	96.7	93.3	53.86	54.57	51.65
Other leather products	78.5	77.6	77.4	62.86	62.45	62.20
Textile products (except clothing)	83.8	83.6	80.7	67.40	67.82	65.83
Cotton yarn and broad woven goods	74.6	75.1	75.4	64.02	64.76	63.21
Woollen goods	63.3	63.0	62.4	62.80	63.37	62.47
Synthetic textiles and silk	93.5	93.6	86.0	73.94	73.85	71.16
Clothing (textile and fur)	94.7	96.1	93.6	53.12	53.37	51.57
Men's clothing	99.0	99.6	95.2	51.71	52.34	50.32
Women's clothing	100.3	104.5	101.7	53.78	54.60	52.58
Knit goods	76.4	75.8	74.7	54.69	52.91	52.02
Wood products	109.7	112.1	105.4	73.31	73.93	70.86
Saw and planing mills	111.0	114.4	106.6	75.07	75.59	72.08
Furniture	120.5	121.2	114.4	72.11	73.07	70.80
Other wood products	81.8	82.8	82.1	64.65	64.81	63.19
Paper products	128.4	130.1	126.2	99.62	99.12	96.32
Pulp and paper mills	128.7	130.7	126.4	107.86	107.08	104.11
Other paper products	127.7	128.7	125.6	79.71	79.74	77.93
Printing, publishing and allied industries	127.1	127.0	125.5	90.97	91.79	87.95
Iron and steel products	112.4	113.7	104.8	96.52	96.67	93.54
Agricultural implements	61.6	59.7	54.2	93.88	98.99	95.34
Fabricated and structural steel	159.1	161.6	151.7	98.65	100.30	93.37
Hardware and tools	111.4	110.6	105.1	84.88	85.58	82.25
Heating and cooking appliances	110.5	111.6	104.7	83.87	84.48	80.45
Iron castings	96.1	97.8	92.1	91.42	91.79	90.29
Machinery, industrial machinery	131.7	131.1	118.2	92.58	93.61	88.83
Primary iron and steel	125.7	129.8	120.5	113.28	109.68	109.21
Sheet metal products	120.2	124.2	106.4	96.50	95.17	90.10
Wire and wire products	111.5	112.0	111.6	95.74	95.34	94.65
Transportation equipment	113.3	113.3	108.5	98.47	96.66	94.11
Aircraft and parts	239.2	248.8	259.6	98.22	97.51	97.06
Motor vehicles	116.7	113.2	106.6	115.30	109.28	110.60
Motor vehicle parts and accessories	120.9	116.6	104.5	96.65	94.38	91.11
Railroad and rolling stock equipment	55.7	57.2	56.7	84.52	87.03	83.96
Shipbuilding and repairing	146.5	147.1	133.5	91.32	91.29	80.60
Non-ferrous metal products	122.6	126.2	125.9	96.03	95.45	93.82
Aluminum products	143.8	144.3	142.2	92.98	92.73	89.95
Brass and copper products	101.5	103.6	105.3	91.91	92.17	90.07
Smelting and refining	132.3	139.1	141.0	105.28	104.09	102.21
Electrical apparatus and supplies	153.0	153.0	140.0	90.66	91.35	89.17
Heavy electrical machinery	112.8	112.2	102.1	98.65	100.08	96.07
Telecommunication equipment	279.7	278.7	245.8	87.33	87.58	86.91
Non-metallic mineral products	150.8	147.8	147.8	89.66	90.49	87.30
Clay products	95.9	96.5	92.2	79.64	81.08	78.76
Glass and glass products	149.7	131.1	161.5	86.83	87.87	84.80
Products of petroleum and coal	138.1	139.5	134.9	121.49	120.97	117.87
Petroleum refining and products	140.2	141.4	137.6	122.61	122.16	118.60
Chemical products	131.6	132.4	132.1	99.77	99.08	96.00
Medicinal and pharmaceutical preparations	123.3	123.1	120.8	87.60	86.62	84.19
Acids, alkalis and salts	143.9	144.1	154.4	113.53	114.43	106.88
Other chemical products	130.9	132.1	130.0	99.16	98.16	95.80
Miscellaneous manufacturing industries	152.0	149.7	147.2	73.23	74.04	71.86
Construction	**138.0**	**141.9**	**136.9**	**88.21**	**88.87**	**84.48**
Building and general engineering	134.6	138.2	132.7	95.51	96.50	92.07
Highways, bridges and streets	143.8	147.9	143.9	76.85	77.02	72.76
Electric and motor transportation	142.3	142.8	140.4	86.49	86.78	83.70
Service	**157.2**	**162.0**	**152.7**	**57.95**	**57.23**	**55.89**
Hotels and restaurants	135.3	140.6	130.8	44.10	43.32	42.79
Laundries and dry cleaning plants	132.3	133.4	128.0	50.73	50.73	48.68
Industrial composite	**125.4**	**126.5**	**122.9**	**81.59**	**81.40**	**79.02**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	October 1962	September 1962	October 1961	October 1962	September 1962	October 1961
				$	$	$
Newfoundland	38.1	38.4	38.1	1.69	1.68	1.71
Nova Scotia	40.9	39.9	39.6	1.64	1.64	1.58
New Brunswick	40.2	40.1	40.5	1.60	1.55	1.62
Quebec	42.3	42.5	42.2	1.70	1.69	1.65
Ontario	41.5	41.6	41.4	1.99	1.97	1.93
Manitoba	40.1	40.6	40.2	1.76	1.76	1.73
Saskatchewan	38.9	38.6	39.0	1.98	1.97	1.95
Alberta (includes Northwest Territories)	40.1	39.8	40.7	1.99	1.97	1.97
British Columbia (includes Yukon Territory)	37.9	38.0	37.7	2.29	2.27	2.24

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
				$	$	$	$	$	$
Mining	**42.2**	**41.6**	**42.7**	**2.18**	**2.19**	**2.13**	**92.09**	**91.34**	**90.90**
Metal mining	42.2	41.1	43.0	2.26	2.28	2.20	95.23	93.82	94.56
Gold	43.7	41.8	43.5	1.77	1.78	1.74	77.24	74.39	75.69
Other metal	41.6	40.9	42.8	2.45	2.46	2.37	101.94	100.74	101.54
Fuels	41.6	41.4	41.0	2.09	2.09	2.03	86.99	86.78	83.33
Coal	42.9	42.4	42.1	1.84	1.84	1.84	79.15	78.05	77.29
Oil and natural gas	39.5	40.0	39.2	2.52	2.53	2.38	99.43	100.97	93.60
Non-metal	43.2	43.8	43.7	1.96	1.96	1.94	84.92	85.99	84.83
Manufacturing	**41.3**	**41.4**	**41.2**	**1.89**	**1.88**	**1.84**	**77.95**	**77.61**	**75.69**
Durable goods	41.9	42.0	41.6	2.05	2.05	2.00	85.96	85.92	83.39
Non-durable goods	40.8	40.8	40.8	1.73	1.72	1.68	70.48	70.00	68.72
Food and beverages	40.2	40.1	40.2	1.61	1.57	1.59	64.82	62.80	64.16
Meat products	41.1	40.8	40.7	1.92	1.92	1.87	79.11	78.59	76.39
Canned and preserved fruits and vegetables	33.3	40.1	39.5	1.23	1.18	1.25	48.19	47.32	49.37
Grain mill products	41.3	41.9	42.5	1.83	1.83	1.79	75.60	76.73	75.92
Bread and other bakery products	41.0	41.3	41.4	1.54	1.55	1.49	63.34	64.00	61.87
Distilled liquors	42.7	41.1	42.1	2.18	2.18	2.07	92.85	89.61	86.95
Malt liquors	38.9	39.8	39.0	2.38	2.37	2.35	92.59	94.24	91.65
Tobacco and tobacco products	39.9	39.8	40.3	2.00	2.00	1.90	80.05	79.76	76.65
Rubber products	43.3	42.6	42.2	1.96	1.94	1.91	85.14	82.83	80.78
Leather products	40.4	40.9	40.6	1.30	1.28	1.24	52.42	52.51	50.45
Boots and shoes (except rubber)	39.6	40.8	39.7	1.25	1.23	1.19	49.44	50.33	47.15
Other leather products	42.3	41.2	42.5	1.40	1.39	1.35	59.06	57.40	57.61
Textile products (except clothing)	42.9	43.1	43.1	1.43	1.43	1.39	61.32	61.77	59.84
Cotton yarn and broad woven goods	41.2	41.6	42.0	1.46	1.47	1.42	60.30	60.91	59.47
Woollen goods	43.2	43.6	44.0	1.33	1.33	1.31	57.34	58.15	57.71
Synthetic textiles and silk	44.2	44.4	44.0	1.52	1.51	1.45	67.21	67.13	63.93
Clothing (textile and fur)	39.2	39.5	39.3	1.22	1.23	1.19	48.01	48.70	46.67
Men's clothing	38.9	39.5	38.8	1.22	1.22	1.19	47.48	48.13	46.11
Women's clothing	37.3	37.6	37.8	1.30	1.33	1.25	48.38	49.95	47.28
Knit goods	42.6	42.2	42.5	1.15	1.14	1.11	48.88	48.27	47.26
*Wood products	41.7	42.5	41.8	1.67	1.67	1.62	69.66	71.01	67.50
Saw and planing mills	40.6	41.5	40.4	1.78	1.78	1.72	72.24	73.73	69.55
Furniture	44.2	44.9	44.5	1.52	1.53	1.49	67.24	68.62	66.35
Other wood products	42.7	42.8	43.0	1.40	1.39	1.35	59.51	59.55	58.14
Paper products	41.7	41.6	41.8	2.26	2.26	2.18	94.19	93.89	90.11
Pulp and paper mills	41.8	41.5	41.7	2.44	2.45	2.36	102.13	101.51	98.46
Other paper products	41.6	41.7	41.9	1.75	1.76	1.71	72.95	73.31	71.73
Printing, publishing and allied industries	38.9	39.3	39.1	2.32	2.32	2.24	90.13	91.13	87.61
*Iron and steel products	41.9	41.9	41.6	2.19	2.19	2.14	91.89	92.00	89.09
Agricultural implements	37.2	41.0	39.7	2.21	2.21	2.13	82.27	90.76	84.58
Fabricated and structural steel	43.4	43.1	40.8	2.17	2.17	2.08	94.12	93.65	84.61
Hardware and tools	43.6	43.7	42.5	1.82	1.82	1.78	79.35	79.57	75.68
Heating and cooking appliances	42.0	42.3	41.9	1.87	1.85	1.82	78.51	78.48	76.17
Iron castings	42.3	42.3	42.9	2.07	2.08	2.02	87.73	88.09	86.57
Machinery, industrial	42.7	43.3	41.7	2.05	2.06	1.99	87.59	89.13	83.11
Primary iron and steel	41.2	39.7	41.2	2.64	2.63	2.57	108.79	104.44	105.77
Sheet metal products	42.2	42.6	41.5	2.08	2.12	2.06	87.61	90.44	85.48
Wire and wire products	42.4	42.1	42.5	2.14	2.15	2.10	90.60	90.48	89.46
*Transportation equipment	41.7	41.2	41.2	2.24	2.20	2.17	93.31	90.87	89.15
Aircraft and parts	41.1	40.9	42.1	2.16	2.15	2.14	88.81	88.12	90.01
Motor vehicles	44.1	41.5	44.4	2.49	2.44	2.41	109.92	101.29	106.80
Motor vehicle parts and accessories	42.3	41.8	40.8	2.16	2.13	2.09	91.44	88.77	85.39
Railroad and rolling stock equipment	39.1	40.6	39.3	2.11	2.10	2.08	82.42	85.14	81.90
Shipbuilding and repairing	41.0	41.2	38.1	2.21	2.18	2.06	90.40	89.93	78.34
*Non ferrous metal products	41.3	41.0	41.0	2.16	2.17	2.15	89.43	88.97	87.92
Aluminum products	42.5	42.3	42.1	1.93	1.94	1.88	82.13	82.07	79.04
Brass and copper products	41.8	41.8	42.1	2.07	2.08	2.03	86.46	87.16	85.53
Smelting and refining	40.4	40.2	40.0	2.44	2.42	2.41	98.37	97.31	96.36
*Electrical apparatus and supplies	41.5	42.1	41.6	1.91	1.93	1.88	79.40	81.11	78.44
Heavy electrical machinery and equipment	42.1	42.9	41.5	2.14	2.16	2.08	90.13	92.69	86.40
Telecommunication equipment	41.2	41.4	41.4	1.72	1.72	1.73	70.64	71.33	71.61
Refrigerators, vacuum cleaners and appliances	40.2	41.0	39.4	1.95	1.96	1.90	78.57	80.20	74.87
Wire and cable	43.0	43.2	43.0	2.17	2.17	2.11	93.20	94.03	90.76
Miscellaneous electrical products	41.4	42.1	42.2	1.81	1.83	1.79	74.97	77.22	75.65
*Non-metallic mineral products	43.7	44.3	43.8	1.93	1.93	1.89	84.49	85.62	82.60
Clay products	43.0	43.8	43.4	1.72	1.73	1.70	74.09	75.85	73.57
Glass and glass products	41.1	41.9	41.8	1.95	1.94	1.91	80.16	81.22	79.83
Products of petroleum and coal	41.3	41.2	41.3	2.66	2.65	2.59	110.01	109.05	106.93
Petroleum refining and products	41.3	41.1	41.2	2.70	2.68	2.61	111.40	110.46	107.60
Chemical products	41.2	41.2	40.9	2.11	2.11	2.04	86.97	86.73	83.63
Medicinal and pharmaceutical preparations	40.2	39.9	40.3	1.65	1.63	1.57	66.39	65.05	63.39
Acids, alkalis and salts	41.7	42.2	40.3	2.44	2.45	2.37	101.63	103.45	95.28
Miscellaneous manufacturing industries	42.1	42.2	42.5	1.52	1.53	1.48	63.98	64.72	62.97
Professional and scientific equipment	40.7	40.9	41.5	1.87	1.87	1.83	76.21	76.62	75.95
Construction	**41.8**	**42.6**	**41.9**	**2.07**	**2.05**	**1.97**	**86.25**	**87.51**	**82.69**
Building and general engineering	41.5	42.1	41.8	2.26	2.25	2.15	93.51	94.67	89.95
Highways, bridges and streets	42.3	43.7	42.0	1.72	1.71	1.66	72.95	74.59	69.56
Electric and motor transportation	43.9	44.1	43.8	1.98	1.98	1.91	86.89	87.12	83.67
Service	**37.9**	**37.8**	**38.7**	**1.12**	**1.11**	**1.08**	**42.38**	**42.10**	**41.68**
Hotels and restaurants	37.6	37.2	38.6	1.08	1.07	1.05	40.54	39.83	40.44
Laundries and dry cleaning plants	40.3	40.5	40.0	1.06	1.06	1.03	42.80	43.00	41.35

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATES WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September*	41.4	1.88	77.61	185.9	141.4
October†	41.3	1.89	77.95	186.8	141.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
December 1957	7,450	7,270	14,720	596,104	147,349	743,453
December 1958	8,643	8,549	17,192	562,257	158,163	720,420
December 1959	9,097	9,779	18,876	522,206	157,962	680,168
December 1960	9,859	7,996	17,855	570,789	163,893	734,682
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962[1]	22,077	19,204	41,281	328,801	127,955	456,756
December 1962[1]	14,281	13,638	27,919	473,575	137,429	611,004

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH NOVEMBER 1961—NOVEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958 Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959 Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696[1]	113,014[1]	86,859R	43,840R	74,957	33,481

[1] Preliminary.

R-revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING NOVEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change November 1961
Agriculture, Fishing, Trapping	**3,609**	**2,830**	**6,439**	**+ 3,390**
Forestry	**2,984**	**21**	**3,005**	**+ 813**
Mining, Quarrying and Oil Wells	**702**	**56**	**758**	**− 77**
Metal Mining	356	14	370	+ 16
Fuels	168	27	195	− 69
Non-Metal Mining	83	1	84	+ 13
Quarrying, Clay and Sand Pits	44	2	46	− 32
Prospecting	51	12	63	− 5
Manufacturing	**13,286**	**7,434**	**20,720**	**+ 2,590**
Foods and Beverages	1,393	1,375	2,768	+ 553
Tobacco and Tobacco Products	190	113	303	+ 108
Rubber Products	88	67	155	− 38
Leather Products	288	356	644	+ 80
Textile Products (except clothing)	471	363	834	+ 91
Clothing (textile and fur)	424	1,771	2,195	+ 70
Wood Products	1,612	214	1,826	+ 194
Paper Products	694	314	1,008	− 362
Printing, Publishing and Allied Industries	618	537	1,155	+ 185
Iron and Steel Products	2,607	383	2,990	+ 789
Transportation Equipment	2,314	236	2,550	+ 508
Non-Ferrous Metal Products	434	180	614	− 24
Electrical Apparatus and Supplies	550	628	1,178	+ 114
Non-Metallic Mineral Products	467	129	596	+ 133
Products of Petroleum and Coal	34	14	48	− 19
Chemical Products	339	237	576	− 98
Miscellaneous Manufacturing Industries	763	517	1,280	+ 306
Construction	**13,486**	**162**	**13,648**	**+ 1,409**
General Contractors	9,260	84	9,344	+ 933
Special Trade Contractors	4,226	78	4,304	+ 476
Transportation, Storage and Communication	**9,990**	**350**	**10,340**	**− 1,309**
Transportation	9,318	169	9,487	− 1,428
Storage	606	55	661	+ 102
Communication	66	126	192	+ 17
Public Utility Operation	**255**	**33**	**288**	**− 63**
Trade	**8,378**	**6,923**	**15,301**	**+ 844**
Wholesale	3,090	1,097	4,187	+ 360
Retail	5,288	5,826	11,114	+ 484
Finance, Insurance and Real Estate	**484**	**840**	**1,324**	**+ 83**
Service	**21,783**	**14,832**	**36,615**	**+ 2,243**
Community or Public Service	855	1,215	2,070	+ 382
Government Service	14,826	2,688	17,514	− 380
Recreation Service	364	147	511	− 8
Business Service	1,506	701	2,207	+ 362
Personal Service	4,232	10,081	14,313	+ 1,887
GRAND TOTAL	**74,957**	**33,481**	**108,438**	**+ 9,523**

TABLE D-4.—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 30, 1962[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	8,451	1,933	10,384
Clerical Workers	18,213	47,435	65,648
Sales Workers	8,061	13,669	21,730
Personal and Domestic Service Workers	34,647	25,884	60,531
Seamen	1,556	19	1,575
Agriculture, Fishing, Forestry (Ex. log.)	5,922	254	6,176
Skilled and Semi-Skilled Workers	136,948	17,255	154,203
Food and kindred products (incl. tobacco)	1,406	462	1,868
Textiles, clothing, etc.	2,962	10,916	13,878
Lumber and lumber products	12,096	119	12,215
Pulp, paper (incl. printing)	1,327	477	1,804
Leather and leather products	995	853	1,848
Stone, clay and glass products	424	40	464
Metalworking	12,588	725	13,313
Electrical	2,126	854	2,980
Transportation equipment	947	27	974
Mining	1,958	.....	1,958
Construction	37,404	5	37,409
Transportation (except seamen)	27,228	97	27,325
Communications and public utility	741	1	742
Trade and service	5,517	1,644	7,161
Other skilled and semi-skilled	20,792	768	21,560
Foremen	3,025	255	3,280
Apprentices	5,412	12	5,424
Unskilled Workers	115,003	21,506	136,509
Food and tobacco	4,879	6,321	11,200
Lumber and lumber products	11,800	316	12,116
Metalworking	5,255	412	5,667
Construction	58,566	13	58,579
Other unskilled workers	34,503	14,444	48,947
Grand Total	**328,801**	**127,955**	**456,756**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Nov. 30, 1962	Registrations Previous Year Nov. 30, 1961
Newfoundland	**14,060**	**11,255**
Corner Brook	2,950	2,443
Grand Falls	1,528	1,094
St. John's	9,582	7,718
Prince Edward Island	**2,568**	**2,018**
Charlottetown	1,612	1,224
Summerside	956	794
Nova Scotia	**19,804**	**18,942**
Amherst	783	646
Bridgewater	941	719
Halifax	5,718	4,723
Inverness	413	363
Kentville	1,526	1,328
Liverpool	481	396
New Glasgow	1,970	2,062
Springhill	871	818
Sydney	3,523	4,284
Sydney Mines	954	986
Truro	1,190	1,315
Yarmouth	1,434	1,302
New Brunswick	**19,814**	**15,934**
Bathurst	2,619	1,850
Campbellton	1,453	1,177
Edmundston	1,394	1,155
Fredericton	1,642	1,242
Minto	307	339
(2)Moncton	5,109	3,856
Newcastle	1,653	1,141
Saint John	2,945	2,857
St. Stephen	997	1,132
Sussex	483	386
Woodstock	1,212	799
Quebec	**139,181**	**129,937**
Alma	1,872	1,572
Asbestos	645	474
Baie Comeau	834	672
Beauharnois	846	953
Buckingham	796	745
Causapscal	1,178	1,183
Chandler	1,343	1,137
Chicoutimi	2,275	2,032
Cowansville	323	288
Dolbeau	1,026	1,134
Drummondville	1,804	1,524
Farnham	478	432
Forestville	436	550
Gaspé	893	870
Granby	1,949	1,694
Hull	3,454	2,900
Joliette	3,029	2,585
Jonquière	2,764	2,250
Lachute	855	566
Lac Mégantic	772	539
La Malbaie	1,004	978
La Tuque	806	843
Lévis	1,945	2,301
Louiseville	754	779
Magog	550	464
Maniwaki	495	552
Matane	1,298	1,492
Mont-Laurier	738	704
Montmagny	1,196	1,287
Montréal	51,427	47,755
New Richmond	1,070	993
Port Alfred	842	673
Québec	9,743	9,383
Rimouski	2,269	2,668
Rivière du Loup	2,719	2,531
Roberval	1,101	1,210
Rouyn	2,549	2,439
Ste. Agathe des Monts	597	571
Ste. Anne de Bellevue	802	707
Ste. Thérèse	2,004	1,587
St. Hyacinthe	1,351	1,417
St. Jean	1,850	1,621
St. Jérôme	1,380	1,242
Sept-Îles	1,625	1,400
Shawinigan	3,590	3,510
Sherbrooke	3,966	3,994
Quebec—Concluded		
Sorel	1,530	1,674
Thetford Mines	1,375	1,040
Trois-Rivières	4,241	3,548
Val d'Or	1,402	1,537
Valleyfield	1,766	1,695
Victoriaville	1,983	1,443
Ville St. Georges	1,641	1,799
Ontario	**141,479**	**149,982**
Arnprior	255	310
Barrie	1,134	1,035
Belleville	1,291	1,615
Bracebridge	781	985
Brampton	933	1,036
Brantford	2,066	2,616
Brockville	470	566
Carleton Place	198	232
Chatham	1,678	1,877
Cobourg	674	834
Collingwood	560	614
Cornwall	2,566	2,431
Elliot Lake	424	635
Fort Erie	621	585
Fort Frances	576	647
Fort William	1,941	2,045
Galt	1,177	1,122
Gananoque	287	351
Goderich	439	482
Guelph	1,272	1,623
Hamilton	9,646	10,974
Hawkesbury	655	541
Kapuskasing	816	1,084
Kenora	1,040	984
Kingston	1,862	2,217
Kirkland Lake	820	1,387
Kitchener	1,805	2,006
Leamington	927	808
Lindsay	489	488
Listowel	229	297
London	4,100	3,835
Long Branch	2,854	3,249
Midland	786	696
Napanee	515	506
Newmarket	997	1,136
New Liskeard(3)	495	.....
Niagara Falls	2,295	2,355
North Bay	1,581	1,455
Oakville	579	732
Orillia	786	787
Oshawa	4,663	3,972
Ottawa	7,357	6,317
Owen Sound	1,014	1,101
Parry Sound	500	511
Pembroke	1,508	1,572
Perth	434	456
Peterborough	2,428	2,819
Picton	322	302
Port Arthur	2,562	3,523
Port Colborne	1,156	768
Prescott	486	594
Renfrew	396	369
St. Catharines	3,276	3,763
St. Thomas	1,146	1,245
Sarnia	2,261	2,573
Sault Ste. Marie	2,986	2,213
Simcoe	967	825
Sioux Lookout	.....	242
Smiths Falls	463	380
Stratford	697	689
Sturgeon Falls	818	892
Sudbury	4,779	3,227
Tillsonburg	598	419
Timmins	1,521	2,085
Toronto	32,300	35,512
Trenton	626	571
Walkerton	425	541
Wallaceburg	485	584
Welland	1,757	2,054
Weston	2,737	3,028
Windsor	7,619	8,793
Woodstock	572	864

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1962—Concluded

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Nov. 30, 1962	Previous Year Nov. 30, 1961		(1) Nov. 30, 1962	Previous Year Nov. 30, 1961
Manitoba	**22,377**	**23,033**	**British Columbia**	**55,419**	**58,774**
Brandon	1,659	1,772	Chilliwack	1,653	1,941
Dauphin	1,159	1,244	Courtenay	978	981
Flin Flon	177	223	Cranbrook	862	800
Portage la Prairie	917	1,047	Dawson Creek	1,173	840
The Pas	419	346	Duncan	845	791
Winnipeg(4)	18,046	18,401	Kamloops	1,249	1,370
			Kelowna	850	1,149
Saskatchewan	**14,357**	**16,292**	Kitimat	141	158
Estevan	291	417	Mission City	933	1,155
Lloydminster	286	360	Nanaimo	1,144	986
Moose Jaw	1,146	1,416	Nelson	740	937
North Battleford	917	960	New Westminster	8,112	9,081
Prince Albert	2,437	1,980	Penticton	1,071	1,351
Regina	3,225	4,272	Port Alberni	716	636
Saskatoon	3,420	3,610	Prince George	2,632	2,145
Swift Current	629	925	Prince Rupert	1,432	1,393
Weyburn	314	443	Princeton	381	455
Yorkton	1,692	1,909	Quesnel	866	983
			Trail	696	748
Alberta	**27,697**	**28,165**	Vancouver	23,416	24,797
Blairmore	383	362	Vernon	1,357	1,801
Calgary	9,477	8,994	Victoria	3,642	3,724
Drumheller	370	424	Whitehorse	530	552
Edmonton	11,897	12,444			
Edson	446	398	**CANADA**	**456,756**	**454,272**
Grande Prairie	747	800			
Lethbridge	2,210	2,163	Males	328,801	329,306
Medicine Hat	1,139	1,290			
Red Deer	1,028	1,230	Females	127,955	124,966

(1) Preliminary subject to revision.

(2) Includes 539 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. 'from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—September	3,893,000	3,695,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, OCTOBER, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at end of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	3,610	2,328	1,282	3,035	2,035	1,000	1,350
Prince Edward Island	445	293	152	394	293	101	150
Nova Scotia	6,389	4,020	2,369	5,640	4,139	1,501	2,011
New Brunswick	5,832	3,669	2,163	5,648	3,665	1,383	1,968
Quebec	44,318	27,681	16,637	38,930	28,203	10,727	15,209
Ontario	50,915	32,609	18,306	45,523	31,705	13,818	15,905
Manitoba	6,001	3,830	2,171	5,412	3,720	1,692	1,814
Saskatchewan	3,623	2,577	1,046	2,900	1,899	1,001	1,378
Alberta	8,881	5,809	3,072	6,439	4,278	2,161	4,304
British Columbia	20,430	12,708	7,722	17,944	11,953	5,991	5,978
Total, Canada, October 1962	150,444	95,524	54,920	131,265	91,890	39,375	50,067
Total, Canada, September 1962	98,293	60,512	37,781	96,489	67,175	29,314	30,888
Total, Canada, October 1961	158,060	96,870	61,190	146,330	102,637	43,693	47,884

*In addition, revised claims received numbered 40,592.

†In addition, 42,804 revised claims were disposed of. Of these, 3,938 were special requests not granted and 2,362 were appeals by claimants. There were 8,821 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, OCTOBER 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)							Percentage Postal	October 31, 1961 total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	244,140	93,324	33,993	39,314	21,303	14,126	9,996	32,084	30.0	268,682
Male	165,316	70,508	24,620	25,101	12,942	7,794	5,152	19,199	30.9	185,454
Female	78,824	22,816	9,373	14,213	8,361	6,332	4,844	12,885	28.1	83,228
Newfoundland	6,063	1,486	807	948	722	397	296	1,407	63.0	5,461
Male	5,232	1,380	758	811	595	314	224	1,150	63.5	4,513
Female	831	106	49	137	127	83	72	257	59.7	948
Prince Edward Island	880	214	175	188	84	43	34	142	58.3	765
Male	593	167	123	119	48	27	24	85	62.1	471
Female	287	47	52	69	36	16	10	57	50.5	294
Nova Scotia	12,526	3,923	1,602	2,028	1,482	640	583	2,268	41.4	12,134
Male	9,812	3,192	1,333	1,550	1,125	477	410	1,725	42.0	9,332
Female	2,714	731	269	478	357	163	173	543	39.4	2,802
New Brunswick	10,242	3,614	1,387	1,699	957	646	461	1,478	51.2	9,272
Male	7,969	3,049	1,069	1,307	712	427	313	1,092	53.9	6,484
Female	2,273	565	318	392	245	219	148	386	41.9	2,788
Quebec	73,359	28,341	9,896	12,318	6,298	4,528	3,080	8,898	26.4	79,590
Male	51,038	21,706	7,331	8,637	3,973	2,585	1,632	5,174	26.4	55,591
Female	22,321	6,635	2,565	3,681	2,325	1,943	1,448	3,724	26.6	23,999
Ontario	78,959	31,019	11,327	12,002	6,431	4,339	3,264	10,577	23.5	90,451
Male	49,967	22,543	7,814	6,727	3,509	2,184	1,378	5,812	22.8	60,316
Female	28,992	8,476	3,513	5,275	2,922	2,155	1,886	4,765	24.7	30,135
Manitoba	11,314	4,565	1,240	1,708	963	728	366	1,744	22.2	13,703
Male	7,129	3,171	825	1,048	503	383	221	978	23.6	9,782
Female	4,185	1,394	415	660	460	345	145	766	19.7	3,921
Saskatchewan	5,941	2,360	842	893	481	305	277	783	41.1	7,356
Male	3,603	1,713	577	411	249	138	122	393	44.4	4,846
Female	2,338	647	265	482	232	167	155	390	36.0	2,510
Alberta	13,676	5,657	1,754	2,242	1,190	868	506	1,459	57.0	14,717
Male	8,804	4,238	1,195	1,158	597	450	257	909	59.6	9,474
Female	4,872	1,419	559	1,084	593	418	249	550	52.2	5,243
British Columbia	31,180	12,145	4,963	5,288	2,695	1,632	1,129	3,328	24.9	35,233
Male	21,169	9,349	3,595	3,333	1,631	809	571	1,881	26.5	24,645
Female	10,011	2,796	1,368	1,955	1,064	823	558	1,447	21.4	10,588

NOTE: Numbers less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	18,869	430,840
Prince Edward Island	2,762	57,714
Nova Scotia	36,873	832,660
New Brunswick	29,361	644,427
Quebec	201,187	4,748,126
Ontario	225,508	5,261,250
Manitoba	26,892	619,286
Saskatchewan	15,223	332,970
Alberta	33,452	800,286
British Columbia	82,519	2,026,182
Total, Canada, October 1962	672,646	15,753,741
Total, Canada, September 1962	542,054	12,664,177
Total, Canada, October 1961	727,724	17,115,047

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1961—December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1962

(1949=100)

	All-items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Nov. 1961	Oct. 1962	Nov. 1962							
[1]St. John's Nfld.	116.4	118.1	118.1	112.4	114.6	111.3	123.5	154.7	152.1	101.1
Halifax	129.7	130.8	130.9	123.5	134.3	125.6	139.6	163.2	163.3	124.5
Saint John	130.8	131.4	131.4	125.3	130.9	121.5	143.7	184.8	150.1	124.5
Montreal	130.8	131.3	132.0	132.1	134.7	109.1	160.7	169.0	143.7	118.7
Ottawa	131.8	132.1	132.7	127.2	137.4	121.4	152.1	163.8	144.0	123.8
Toronto	131.9	133.1	133.2	125.9	139.7	120.4	133.7	156.0	185.3	121.8
Winnipeg	128.9	129.5	130.1	127.9	129.5	121.3	135.1	173.3	141.3	120.4
Saskatoon-Regina	126.4	127.9	128.0	125.4	127.3	126.8	137.0	144.8	148.4	119.5
Edmonton-Calgary	125.7	126.9	127.4	122.6	127.5	125.6	130.8	162.8	144.4	119.5
Vancouver	130.1	130.2	130.6	127.7	134.7	118.4	138.2	150.3	146.2	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10
November	29	49	9,565	76,740	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, NOVEMBER 1962

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	840
Mines	4	3,900	8,430
Manufacturing	19	3,188	29,760
Construction	15	1,890	34,950
Transpn. and utilities	3	304	550
Trade	7	245	2,210
Finance	...	...	...
Service	...	...	...
Public administration	...	...	...
All industries	49	9,565	76,740

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, NOVEMBER 1962

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	5	3,980	8,510
New Brunswick	...	...	...
Quebec	9	2,270	48,750
Ontario	23	2,471	14,790
Manitoba	1	36	220
Saskatchewan	...	...	...
Alberta	1	17	640
British Columbia	8	516	3,290
Federal	2	275	540
All jurisdictions	49	9,565	76,740

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
MINES						
Mineral Fuels						
Old Sydney Colliery, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	500	500	500	Nov. 28 Nov. 29	Seniority rights~Return of workers.
Dominion Coal No. 12 and No. 18 Collieries, New Waterford, N.S.	Mine Workers Locs. 7557 and 4527 (Ind.)	1,649	4,120	4,120	Nov. 20 Nov. 23	Allocation of temporary employees~Return of workers.
Dominion Coal No. 26 Colliery, Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,126	2,250	2,250	Nov. 12 Nov. 14	Alleged unsafe working conditions~Return of workers.
Dominion Coal No. 18 Colliery, New Victoria, N.S.	Mine Workers Loc. 7557 (Ind.)	625	1,560	1,560	Nov. 1 Nov. 6	Suspension of one worker~Return of workers pending further discussions.
MANUFACTURING						
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	3,400	21,200	June 25 Nov. 26	Signing a first agreement~Return of workers, agreement to be negotiated.
Wood						
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	900	900	Nov. 28	Discharge of one worker~
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	20,410	67,730	Aug. 28	New agreement~
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	280	5,390	Sep. 10 Nov. 5	Seniority clause, wages, working conditions~Existing seniority clause excluded from new contract.
Transportation Equipment						
York Gears, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	242	120	120	Nov. 30	Wages, hours~
Non-Metallic Mineral						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	2,200	59,950	Aug. 18 Nov. 5	Wages, fringe benefits~9¢ an hr. Nov. 5, 1962, 5¢ Nov. 1, 1963, 5¢ Nov. 1, 1964; improved fringe benefits.
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU—chartered local	1,239 (40)	26,150	100,030	Aug. 17	Management rights, job evaluation seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	317	6,970	17,770	Aug. 8 Dec. 3	Vacation pay, wages~35¢ an hr. increase on the basis of 25¢-5¢-5¢ yearly increases.
TRANSPN AND UTILITIES						
Transportation						
Various stevedoring companies,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	135	450	450	Nov. 7 Nov. 12	Disciplinary dismissal of three workers~Return of workers.
Various stevedoring companies,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	140	90	90	Nov. 12 Nov. 13	Suspension of three workers ~Return of workers.
TRADE						
Tolhurst Oil, Pte-aux-Trembles, Que.	Oil Workers Loc. 9-700 (AFL-CIO/CLC)	100	600	600	Oct. 15 Nov. 8	Wages, hours~Wage increase, reduction in hours.

*Federal jurisdiction. Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1962, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing	Mining	Manufacturing	Construction	Public Utilities	Transportation, Storage, Communications	Trade	Finance	Service	Unclassified	Total
Striking Against and Stepping on Objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by													
(a) Tools, Machinery, etc.	1	1	....	....	1	2	....	....	....	....	1	....	6
(b) Moving Vehicles	....	....	....	2	....	2	....	2	....	....	....	....	6
(c) Other Objects	....	15	....	12	5	7	....	....	....	....	3	....	42
Caught In, On or Between	7	1	....	3	4	6	1	3	1	....	1	1	28
Collisions, Derailments, Wrecks, etc.	5	1	3	1	4	8	2	23	9	....	5	....	61
Falls and Slips													
(a) On the Same Level	....	....	....	....	2	....	....	....	....	....	1	....	3
(b) To different Levels	....	....	....	4	11	9	....	7	2	....	6	....	39
Conflagrations, Temperature Extremes	1	....	....	3	3	1	1	....	....	....	4	....	13
Inhalation, Contact, Absorptions	1	....	....	7	5	2	....	....	....	....	1	....	16
Contact with Electric Current	2	....	....	....	5	....	6	....	1	....	1	....	15
Over-exertion	....	....	....	....	....	1	....	....	....	....	1	....	2
Miscellaneous Accident Types	....	....	....	....	2	....	....	1	....	....	1	....	4
Total Third Quarter 1962	17	18	3	32	42	38	10	36	13	....	25	1	235

TABLE H-2—INDUSTRIAL FATALITIES, BY PROVINCE AND GROUPS OF INDUSTRIES, DURING THE THIRD QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	1	.....	1	2	6	.....	4	3	.....	.....	17
Logging	1	.....	.....	.....	1	2	.....	.....	.....	14	.....	18
Fishing and Trapping	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	3
Mining and Quarrying	.....	.....	5	.....	2	11	1	3	3	6	1	32
Manufacturing	.....	.....	1	1	6	22	3	.....	2	7	.....	42
Construction	.....	.....	4	.....	1	10	3	8	6	6	.....	38
Public Utilities	.....	.....	.....	.....	3	3	1	1	1	.....	1	10
Transportation, Storage and Communications	2	.....	1	1	2	7	.....	3	8	12	.....	36
Trade	1	.....	.....	.....	2	2	.....	.....	1	7	.....	13
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	1	11	2	.....	2	7	2	25
Unclassified	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Total	5	1	13	3	21	74	10	19	26	59	4	235*

* Of this total 192 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 43 were obtained from other non-official sources.